



# Front Range Community College 2025 Annual Security Report

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In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act with statistics from calendar years 2022, 2023, and 2024



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## **President's Statement**

Front Range Community College (FRCC) remains steadfast in its commitment to providing a safe, secure, and inclusive educational environment for all members of our community. The health, safety, and well-being of our students, employees, and visitors are of the highest importance to the college.

This Annual Security Report is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. It offers comprehensive information about campus safety policies, procedures, prevention programs, and services available at FRCC, as well as statistical data regarding certain crimes reported on or near our campuses.

The safety of our community is a shared responsibility. By reviewing this report, familiarizing yourself with available resources, and remaining engaged in our collective efforts, you play an essential role in sustaining a campus environment that is safe and conducive to learning. Together, we uphold the values of FRCC and advance our mission to support student success and foster a vibrant, secure and welcoming community.

Sincerely,

**Colleen Simpson, Ed.D.**

President, Front Range Community College

## Non-Discrimination Statement

Front Range Community College (FRCC) is committed to providing equal opportunity in education and employment and does not discriminate on the basis of race, color, national origin, ancestry, sex, gender, gender identity, gender expression, sexual orientation, disability, age, religion, creed, pregnancy status, marital status, veteran status, genetic information, or any other status protected by applicable law.

Discrimination, harassment, and retaliation are prohibited at FRCC. The College complies Colorado Community College System; State Board for Community Colleges and Occupational Education Board Policy 3-120 or SP 4-120b, with Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), and all other applicable federal and state civil rights laws.

Inquiries regarding civil rights compliance, including Title IX, may be directed to:

### **Executive Director of Equity & Inclusion**

Front Range Community College

3645 W. 112th Avenue

Westminster, CO 80031

Phone: (303) 678-3768

Email: [Krishna.Pattisapu@frontrange.edu](mailto:Krishna.Pattisapu@frontrange.edu)

*Complaints may also be filed with the U.S. Department of Education, Office for Civil Rights.*

## THE CLERY ACT AT FRONT RANGE COMMUNITY COLLEGE

Front Range Community College provides this Annual Security Report to comply with the Crime Awareness and Campus Security Act of 1990, also known as the Clery Act. This report provides current and prospective students, faculty and staff with a comprehensive and transparent overview of the safety and security policies on our campuses, centers and sites. This report is prepared annually in collaboration with the Department of Campus Safety, the Deans of Student Affairs and local law enforcement agencies. The report also includes crime statistics from the three preceding calendar years. Crime statistics are collected from the Campus Safety records management system, Internal Campus Communications, the college's Student Conduct reporting system and from the law enforcement agencies having jurisdiction over FRCC's Clery geography.

Front Range Community College understands all of its Clery Act obligations and takes all necessary steps to ensure that the college is in compliance with the act and that the Annual Security Report is distributed in accordance with the Clery Act, 34C.F.R. 668.41 (e). Campus Safety works closely with Campus Security Authorities, Deans of Student Affairs, Title IX Coordinators and Investigators, and law enforcement to ensure crime statistics are tracked and properly reported. Campus Safety understands the value of a true and correct Annual Security Report (ASR), the policy statements it contains and the consumer information it contains.

The report was prepared by Front Range Community College in order to comply with the Jeanne Clery Campus Safety Act (Clery Act). This report covers statistics from calendar years 2022, 2023 and 2024. The report describes safety and security policies and procedures at Front Range Community College and contains crime statistics for the most recent calendar year and the two preceding calendar years. Front Range's Clery

Compliance Officer works closely with the Department of Campus Safety, Human Resources, Department of Student Conduct, Title IX Officials, Campus Security Authorities and local law enforcement agencies to collect crime statistics from the prior calendar year for inclusion in this report.

Current Front Range Community College (FRCC) and students are notified of the availability of this report annually. A copy of the report is available on the FRCC website. Additionally, a copy of this report may be requested from the Department of Campus Safety. This publication is intended to provide a general description of campus safety and security policies and procedures. Policies and procedures are subject to change following publication of this report, and the campus community will be made aware of updates as required.

## CLERY GEOGRAPHY DEFINITIONS

The following definitions are used to describe campus and other properties covered by this report. Campus Safety understands the value of a true and correct Annual Security Report (ASR), including the policy statements it contains. The consumer information it contains, the core/main campus that is owned by Front Range Community College but controlled by another person, is frequently used by students, and supports campus purposes (such as a food or retail vendor). On-campus Property includes, for example, College buildings; College-owned land/real property; College streets, sidewalks, and parking lots; property leased by the college that is part of the core/main campus; and property owned by the college but controlled by a third party.

Front Ranges Community College's Main Campuses are defined as those properties, streets, retail operations and facilities owned by the State of Colorado and used by students, staff, faculty, and visitors located at:

**Boulder County Campus:** 2190 Miller Dr., Longmont, CO 80501

Larimer Campus: 4616 S Shields St., Fort Collins, CO 80526

Westminster Campus: 3645 W 112th Ave., Westminster, CO 80031

### Non-Campus Property

- The term "Non-Campus Property" means: (1) Any building or property owned or controlled by a student organization that FRCC officially recognizes; or (2) any building or property owned or controlled by the college that is used in direct support of, or in relation to, the college's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the main campus.
- Front Range Community College does not have any recognized student organizations that own or control buildings or property.

### Public Property

- The term "Public Property" means: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the reasonably contiguous geographic area of the core/main campus. Public Property includes, for example, city streets and sidewalks that are within the core/main campus or immediately adjacent to and accessible from the core/main campus.

## REPORTING CRIMES AND CAMPUS SAFETY

Faculty, staff, and students are urged to report all allegations of crime, criminal acts, attempted criminal acts, medical situations, security concerns and safety hazards to the Department of Campus Safety for the Safety and Security response to the campus, and for the purposes of making Timely Warning Notifications and the annual statistical disclosure. Details of the crime will fade the longer you wait to report the crime. The proper reporting procedure is to contact a Campus Safety Officer from a campus office/classroom phone, cell phone, security phone or in person at the Campus Safety Office.

In the event of an immediate threat, danger, or medical emergency, call 911 first and then Campus Safety. The 911 communications center will gather your information and dispatch the appropriate response personnel. Crime reports or emergency reports can be made at any time. Colorado Revised Statute, 18-8-115, "Duty to Report a Crime," requires all persons who believe a crime has been committed to report the suspected crime to law enforcement authorities promptly. This includes instances where a suspected crime has occurred persons who believe a crime has been committed must report it. Front Range Community College does not have a sworn campus police department. The Department of Campus Safety is available 7 days a week from 6 am to 10 pm and will be the primary safety response department on campus during those hours.

When Campus Safety Officers are not on duty, crime or emergency reports can be made to 911 and the local law enforcement jurisdiction. The college works closely with the local police departments, who will respond to all calls when the Front Range Community College Department of Campus Safety officers are not on campus. Priority is given to reports of incidents that threaten the life or safety of people, the security of property and the peace of the community. Upon receiving information concerning an incident, an officer from the Department of Campus Safety will investigate the incident, document the information, and take appropriate action. This action may involve working with local police or sheriff's departments, the district attorney, and other state or federal agencies such as the FBI or the Drug Enforcement Administration. Cases are adjudicated through either the city or the county, as well as through FRCC's disciplinary system.

Front Range Community College Department of Campus Safety has the authority to ask persons for identification and to determine whether individuals have lawful business at Front Range.

Community College. Campus Safety officers are not sworn law enforcement officers and do not possess arrest power. All Student Code of Conduct violations are sent to

and addressed by the Director of Student Support and Conduct. Criminal incidents are referred to the local police department that has jurisdiction over the campus. The Department of Campus Safety maintains a professional working relationship with the local city police departments where each campus, center, or non-campus property is located, their respective county sheriff's office, and the Colorado State Patrol. There is no written Memorandum of Understanding between FRCC and any law enforcement agency having jurisdiction over any campus, center or non-campus location regarding the investigation of criminal incidents.

***Emergencies and in-progress crimes on campus should be reported to law enforcement immediately by calling 911.*** For non-emergent incidents occurring on campus, the Front Range Community College Campus Safety Office should be contacted as soon as possible to facilitate proper reporting, response and to record the occurrence for crime reporting and preventive action.

Crime reporting for non-emergencies on each campus, center and non-campus property should be reported to the Campus Safety Office:

- Boulder County Campus; 303-678-3911
- Larimer Campus: 970-204-8124
- Westminster Campus: 303-404-5411

## REPORTING METHODS

### Procedures for Reporting

Front Range Community College has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of medical, counseling and support services, and additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available.

## Forms for Making a Complaint

Front Range Community College is committed to providing multiple ways to hear students' reports and complaints of issues in the community. Below are various forms that will help your report reach the right person. You are always welcome to make a report to any campus safety office. These forms include the Harassment/Discrimination/ Retaliation Form, Student Conduct Referral Form, and Student Grievance Complaint Form.

[Harassment/Discrimination/Retaliation Form](#)

[Student Conduct Referral Form](#)

[Student Grievance/Complaint Form](#)

## Pastoral Counselors and Professional Mental Health Counselors

FRCC does not employ pastoral counselors or utilize volunteer pastoral counselors.

FRCC does employ professional mental health counselors at the Boulder County, Larimer and Westminster Campuses. The college contracts with professional mental health counselors at the Boulder County and Westminster campuses.

### *Counseling Definition:*

A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of their license or certification. This definition applies even to professional counselors who are not employees of the institution but are under contract to provide counseling at the institution.

### Exemption:

The pastoral or professional counselor exemption is intended to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may have learned about. This is similar to the privilege provided under certain circumstances to doctors, counselors and attorneys when they may learn of crimes from patients or clients. This exemption is intended to protect the counselor-client role. However, even the legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are in fact under a legal obligation to report a crime, such as a communicated intent to harm oneself, harm others and suspicion of child abuse or dependent adult abuse.

## CONFIDENTIAL REPORTING PROCEDURES

Professional Mental Health Counselors may encourage students to report crimes voluntarily, but they are legally bound by confidentiality and can only report a communicated intent to harm self, others and suspicion of child abuse or dependent adult abuse. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, FRCC can keep an accurate record of the number of incidents involving students, determine whether there is a pattern of crime about a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

You may anonymously report a crime through Colorado Safe2Tell (<http://safe2tell.org/>), but this should not be used to report an emergency.

Reports filed with the Department of Campus Safety are open to the public under the Colorado Open Records Act, and Campus Safety cannot maintain them in confidence in most circumstances. The college will protect the identity of persons who report having

been victims of sexual assault, domestic violence, dating violence, or stalking to the fullest extent of the law. In the case of a sexual assault, an adult victim may choose to complete a law enforcement report, complete a medical report or complete an anonymous report.

Under Colorado Revised Statutes 18-8-115, it is the duty of every corporation or person who has reasonable grounds to believe that a crime has been committed to report promptly the suspected crime to law enforcement authorities.

All personally identifiable information of the person reporting a crime will be kept confidential by law enforcement to the extent permitted by law. However, even if crime reports are made confidentially, the statistical information regarding the type of incident and its general location is published in the Annual Safety Report consistent with Clery Act requirements.

## External Law Enforcement Agencies

This is non-emergency contact information; call 911 in an emergency.

LOCAL POLICE DEPARTMENT	PHONE	WEBSITE URL
Ft. Collins Police Services	970-419-3273	<a href="https://www.fcgov.com/police/">https://www.fcgov.com/police/</a>
Longmont Police Department	303-651-8555	<a href="https://www.longmontcolorado.gov/departments/departments-n-z/public-safety-department">https://www.longmontcolorado.gov/departments/departments-n-z/public-safety-department</a>
Westminster Police Department	303-658-4360	<a href="https://www.cityofwestminster.us/police">https://www.cityofwestminster.us/police</a>
Boulder County Crime Stoppers	303-440-7867	<a href="http://www.nococrimestoppers.com">www.nococrimestoppers.com</a>
Larimer County Sheriff's Office	970-498-5100	<a href="https://www.larimer.gov/sheriff">https://www.larimer.gov/sheriff</a>
Boulder County Sheriff's Office	970-221-6868	<a href="https://stopcriminals.org/">https://stopcriminals.org/</a>
Adams County Sheriff's Office	720-913-7867	<a href="https://metrodenvercrimestoppers.com/">https://metrodenvercrimestoppers.com/</a>

Additionally, a reporting form is available to any campus official who is designated as a Campus Security Authority to complete as they become aware of a crime, and the victim wishes to remain anonymous.

Crime reports involving employees will be referred to Human Resources for review under applicable employee conduct and discipline policies. Crime reports involving students will be referred to Student Conduct for review under applicable student code of behavioral expectations and responsibilities (conduct and discipline) policies and procedures. Upon written request, FRCC will disclose to the alleged victim of a crime of violence or non-forcible sex offence the results of any disciplinary proceeding against a student who is an alleged perpetrator. If the alleged victim is deceased, disclosure will be made to the next of kin upon written request.

All personally identifiable information of the person reporting a crime will be kept confidential by law enforcement to the extent permitted by law. However, even if crime reports are made confidentially, the statistical information regarding the type of incident and its general location is published in the Annual Security Report, consistent with Clery Act requirements.

### Daily Crime Log

The FRCC Department of Campus Safety maintains a Daily Crime Log, which shows the date and time that an incident was reported, including all crimes and other serious incidents which occur on our campuses, centers, non-campus locations and on public property adjacent to each campus, if known.

These incidents are listed on a crime log, which is available for public inspection Monday through Friday from 8:00 a.m. to 5:00 p.m. at the Campus Safety Office, except on holidays and other times when the campus is closed, including weather and other

time-sensitive emergencies. The daily crime log for entries older than 60 days will be made available within two business days of a request for public inspection.

The Daily Crime log includes the nature, date, time, and general location of all crimes reported to the department, as well as the disposition of the complaint if the disposition is known at the time the log is created. The crime log does not record any names. Incidents are recorded on the log within two business days of receiving the report of the incident. Exceptions to posting incidents on the crime log are: 1) the disclosure is prohibited by law; 2) if the disclosure would jeopardize the confidentiality of the victim. Campus Safety may temporarily withhold information only if there is clear and convincing evidence that a release would: 1) jeopardize an ongoing investigation; 2) jeopardize the safety of others.

### Campus Security Authorities

Under the Clery Act, Front Range Community College is required to disclose statistics for crimes reported to local police agencies, the Campus Safety department and Campus Security Authorities (CSA).

The intent for including non-law enforcement personnel as campus security authorities is to acknowledge that many individuals and students in particular are hesitant about reporting incidents directly to the police or may not have direct access to the police. Front Range Community College has identified specific positions on each campus, separate from the members of the college's Campus Safety Office, as campus security authorities. These staff members, designated as CSAs, have significant responsibility for student and campus involvement or activities, which include but are not limited to student discipline, student life activities, student clubs or any person who has the authority and the duty to take action to respond to particular issues on behalf of the college.

*The Campus Security Authorities are designated as a contact point for FRCC during the 2025 calendar year:*

- Department of Campus Safety staff
- Title IX investigators/coordinators
- Deans
- Director of Student Life
- Student Life Activities Coordinator/Involvement Coordinators
- Faculty/Staff Club Advisors
- Financial Aid Counselors
- Academic Advising Counselors
- TRIO Counselors
- Pathways Advisors
- HR Generalists
- College Officials at non-campus locations

This is not an exhaustive list of all positions that could be designated as a campus safety authority.

## TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS

### EMERGENCY NOTIFICATIONS

Front Range Community College issues announcements ("Timely Warnings") to inform the campus community of crimes occurring on Clery Geography that are reported to Campus Security Authorities or local law enforcement when the reported crime may pose a serious or continuing threat to students and employees. The college also issues

announcements ("Emergency Notifications") to inform the campus community of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on the campus. FRCC's procedures for issuing Timely Warnings and Emergency Notifications are as follows.

Front Range utilizes a multi-tiered approach to reach the largest possible audience in the shortest period of time. Front Range Community College uses several Emergency Alert Notification systems (EAN) to inform, upon the notification or confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring within the entire college community, a specific campus community or a select segment or geographical area on a campus.

In the event of an emergency, Campus Safety will work with the Vice President of Operations (VPO) and the President's office to determine the content of the communication and the select segment or geographical area on a campus based upon the totality of the circumstances reported to and corroborated by the campus leadership team. Front Range Community College also uses templated pre-authorized messages. Additionally, communication may be disseminated by the VPO or, in their absence, Campus Safety. In the event of a safety emergency or threat, Campus Safety will decide to notify a select segment or geographical area on a campus based upon the totality of the circumstances reported to, corroborated or observed by the Campus Safety Officer at the time of the emergency. Campus Safety is the primary department tasked with sending out emergency alert notifications.

The college utilizes three central Emergency Alert Notification systems only at the campuses, centers or off-campus sites that are on the FRCC computer network. The systems FRCC uses at these locations are: Singlewire voice announcements over network phone and supplemental speakers, Alertus computer-based alerts sent to computers on the FRCC network, and supplemental alert beacons across various

networked screens. FRCC also utilizes AppArmor as our "opt out" mass communication system for all students. AppArmor functions as an a 'opt-in' system for staff and faculty. that sends messages to e-mail, phone, and text, and can be used at all campuses, centers, and sites. The non-campus centers or sites that are not on the FRCC computer network will receive emergency alert notifications from their local designated emergency response authority. When the facts of the emergency are known to the Department of Campus Safety, a general AppArmor message may be sent out to a campus that encompasses these non-campus centers or sites. Still, we cannot isolate the message to a specific non-campus center or site. In some emergencies, Campus Safety or VPO's Office may send out an e-mail, or make a direct phone notification to a campus, center or non-campus site. Singlewire and Alertus systems are tested and used during recertification or training with the Department of Campus Safety.

The Boulder County, Larimer, and Westminster campuses have the Singlewire voice over network phone notification system that the Campus Safety Office may use during an emergency or non-emergency situation. A Campus Safety Officer accesses this system, and a real-time voice-over-phone message is sent out to all network phones and supplemental speakers within a selected area.

The AppArmor mass communication system is used to contact faculty, staff and students by phone, cell phone, e-mail and text message with emergency and non-emergency information, as well as recipients that are not on FRCC property. The AppArmor system is a service provided by the college that requires a participant to "opt out" if they do not want to receive text message alerts. In an emergency situation, a member of the Campus Safety team sends out a message that includes the type of emergency and protective actions to take. Follow-up alerts may be sent out as the college receives more information about the emergency situation or when the emergency situation has concluded.

The Department of Campus Safety and the college administration may send out an emergency college or campus-wide e-mail, use face-to-face communication or utilize a bullhorn as backup methods for emergency communication.

The Department of Campus Safety is responsible for assessing the location of the emergency or criminal conduct and the likely affected members of the campus community. Based on that analysis, it will determine whether the entire campus community will be notified or warned, or if the communication will be targeted to a specific segment of the campus community. This analysis will be ongoing as the matter develops and additional segments of the campus community may be notified/warned when they are likely to become affected by the emergency or crime. Follow-up communications will be disseminated regarding the incident as the circumstances change or the threat subsides. The Campus Community will receive a follow-up after the incident has concluded.

Campus Safety Officers are responsible for sending Singlewire and Alertus notifications to their campus or to another campus or center within the system. Campus Safety supervisors and the department Director can send out AppArmor messages. A secondary method for sending out an EAN is available if the Department of Campus Safety is unable to send communications at the time of the emergency. The AppArmor communication system can issue the notification on the college's behalf using their 24/7 Urgent Customer Support Line. A last effort for sending an EAN, when the primary and secondary methods are unavailable, is the help of the Colorado Community College System Director of Facilities or the Emergency Management Director. Both directors can issue an EAN on the college's behalf.

The college will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the first responders, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate

the emergency. The content of the notification will include sufficient facts and details, such as relevant locations, descriptions of the emergency or suspect, and type of danger, to allow the campus community to take appropriate precautions to protect themselves.

### TIMELY WARNING

FRCC will issue a timely warning notification to the college community for specific Clery Act Crimes that occur on our Clery Act geography and are reported to campus security authorities or local police agencies, and are considered by the institution to represent a serious or continuing threat to students and employees. FRCC may also issue timely warning notifications for non-Clery Act crimes committed on college properties or within the community for an ongoing threat or other emergency situation, which has been reported to the Department of Campus Safety, local police or a campus security authority.

The Department of Campus Safety will consult with the Vice President of Operations (VPO) and the President's office, if time allows, before issuing a timely warning. The method for disseminating information to the college community may include one or more of the following notifications: Singlewire voice over phone message, Alertus computer alert, AppArmor alert, general e-mail, or posting of pertinent information. The primary concern of the college administration is to ensure that members of the campus community are made aware of these crimes or situations as quickly as possible so they may adjust their work patterns and habits to incorporate a higher degree of awareness of personal safety within their lives. Information provided will include the nature of the crime, date, time, known information and general location of occurrence of each reported crime. A victim's name will not be used in a Timely Warning Notification.

If there is clear and convincing evidence that the release of any required information would jeopardize an ongoing criminal investigation or the safety of an individual, cause

a suspect to flee or evade detection, or result in the destruction of evidence, such information may be withheld until that damage is no longer likely to occur from the release of such information.

If an emergency notification has been issued, a Timely Warning may not be required for the same event.

It is essential to understand that no single system can reach the entire college or the neighboring community. Each of the above has individual limitations. This is why it is critical that as many systems as possible be used simultaneously, and that all messages contain instructions that recipients can pass along to others. The methods of communication will be determined on a case-by-case basis.

## EMERGENCY RESPONSE AND EVACUATION

### PROCEDURES

Front Range Community College utilizes the Standard Response Protocol (SRP) and has developed an Emergency Procedures Guide, which is posted in all of the classrooms, offices, conference rooms, and community rooms on the three main campuses: Boulder County, including the Center for Integrated Manufacturing, Larimer, and Westminster. The college and Campus Safety distribute additional emergency response information through e-mail, brochures, single-topic postings, flyers and via the intranet.

#### Standard Response Protocol (SRP)

The Standard Response Protocol provides basic information on how to Secure, Lockdown, Evacuate and Shelter in Place.

The SRP is action-based, rather than scenario-based, and uses common terminology to enhance communication during a crisis. The five key actions are:

- **Hold** – Remain in your classroom or area; clear hallways and wait for further instructions.
- **Secure** – “Get inside. Lock outside doors.” This action protects students and staff from a threat outside the building.
- **Lockdown** – “Locks, Lights, Out of Sight.” This action secures individual rooms and creates a barrier between occupants and a threat inside the building.
- **Evacuate** – Move to a designated location in an orderly manner.
- **Shelter** – Take protective action for hazards such as severe weather, hazardous materials, or other environmental threats.

SRP emphasizes shared, simple language that can be easily followed by everyone on campus, reducing confusion and supporting faster, coordinated responses.

FRCC conducts regular drills and exercises incorporating SRP actions to ensure the campus community is familiar with these procedures. Training and informational materials are made available throughout the academic year.

The Emergency Procedures Guide provides basic response information for various situations such as: how to contact the local 911 communication center, response to an explosion/chemical spill, health problem or personal injury, building evacuation, power failure, threats to person/property and security, bomb threat, fire situations, snow/tornado/flood/earthquake and active shooter situations.

Additionally, Campus Safety monitors adverse or hazardous conditions in the surrounding community and will evaluate each situation to determine the appropriate response required and, if needed, which notification system to use to alert the campus community. The college also monitors health issues within the college and the local community to determine if a course of action is needed and what notifications to use to advise the campus community.

### Civilian Response to an Active Shooter Event (CRASE)

Front Range Community College uses both the Standard Response Protocol (SRP) as well as the Civilian Response to an Active Shooter Event (CRASE). Front Range Community

College (FRCC) is committed to providing students, faculty, and staff with the tools and training necessary to respond effectively in the event of an active threat on campus. As part of this commitment, FRCC offers **Civilian Response to an Active Shooter Event (CRASE)** training, a nationally recognized program.

The CRASE course is designed to educate participants on strategies for surviving an active shooter or active threat situation. The program is based on the **Avoid | Deny | Defend** strategy, which empowers individuals to:

- **Avoid** – Move away from the source of the threat as quickly and safely as possible. Create distance, and if safe to do so, evacuate the area.
- **Deny** – If evacuation is not possible, secure your location by locking or barricading doors, turning off lights, silencing phones, and creating barriers to deny the attacker access.
- **Defend** – As a last resort, and only if confronted directly, take action to defend yourself using available resources and with the intent to stop the threat.

FRCC strongly encourages all students and employees to participate in CRASE training. Sessions are offered periodically throughout the academic year and can also be requested by departments, student groups, or campus organizations. It is covered at every New Employee Orientation.

The Standard Response Protocol and the Emergency Procedures Guide have specific information on how and when to evacuate a building and are posted in all FRCC campuses. The evacuation procedure is tested at least twice per year during announced building evacuation drills at the three main campuses. The Louisville Avista Adventist Hospital and the POST locations are leased spaces, and an evacuation drill is the responsibility of the property owner. Drills at the non-campus locations may only occur once per calendar year. In addition, the local fire department having jurisdiction over a campus may monitor or initiate the fire evacuation drill.

Once an emergency is identified on a campus, the Department of Campus Safety will be the initial response authority until relieved of this duty by a local or state response agency or until a Unified Command structure is established under an Incident Command System. Campus Safety will stay involved in the response and will update the college administration with current information. The college President may assemble the Cabinet or other bodies as legislated in the Front Range Emergency Operations Plan. Once the emergency response has concluded, the responding agency will relinquish command of the situation back to Campus Safety.

### Campus Safety 2024 Programming

DRILL TYPE	CAMPUS	DATE	START TIME (IF APPLICABLE)
Self Defense	WC	Ongoing	
Standard Response Protocol	BC, LC, WC	1/19/24; 3/15/24; 4/3/24; 5/31/24; Ongoing	

Front Range Community College utilizes an 'all-hazards emergency response and mitigation plan.' This plan is used for training, drills and exercises for our campus community so that we may evaluate its effectiveness. The plan will be updated or revised as needed and these updates or revisions will be disseminated and used for training and development. According to the Clery Act requirements, the plan will also be available through the Front Range Community College website.

Campus Safety provides evacuation and emergency preparedness information to all faculty and staff that is posted on the college’s intranet portal. Emergency response information is continually reviewed and updated. This emergency response information

is available for faculty and staff so they are aware of their responsibilities and response actions during an emergency. Additionally, this information includes evacuation assembly area maps and shelter-in-place locations.

The Department of Campus Safety will conduct at least one announced evacuation drill annually. Before this drill, emergency response information, including evacuation assembly area maps, are provided. The duration of evacuation drills are dependent upon the time that it takes to evacuate the building.

Front Range Community College plans extensively for its emergency response. The college has developed an emergency/disaster response plan that provides a comprehensive set of guidelines for directing resources before, during and after campus emergencies and disasters. The college trains its employees for emergency preparedness, response and recovery. The plan includes a set of guidelines for emergency procedures, which are posted with evacuation diagrams in all the campus buildings.

Members of the campus community are encouraged to report all information related to emergencies to the Department of Campus Safety or Local Law Enforcement, who will take the lead on confirming the report. Campus Safety Officers may inspect/observe the area subject to the report and/or contact other appropriate individuals on and off campus to investigate the report and confirm the existence of the reported emergency. The nature of the report, including the type and location of the emergency, will dictate which internal and external resources will be contacted to determine if an emergency exists.

In case of a confirmed active, major campus emergency that involves an immediate threat to the health or safety of students or employees, an emergency alert system may be activated. For further information on methods of notification, see the section on "Timely Warnings and Emergency Notifications."

## Clery Compliant Emergency Drills

CAMPUS	DRILL TYPE	DATE	LOCATION	ANNOUNCED
Boulder County Campus	Evacuation	1/24/24, 9/18/24,	Whole Campus	Yes
Westminster Campus	Evacuation	3/19/24, 9/23/24	Whole Campus	Yes
Larimer Campus	Evacuation	2/19/24, 6/18/24	Whole Campus	Yes
Boulder County Campus	Lockdown	2/20/24, 3/12/24	Whole Campus	Yes
Westminster Campus	Lockdown	3/6/2024	Whole Campus	Yes
Larimer Campus	Lockdown	2/16/24, 3/20/24	Whole Campus	Yes
Boulder County Campus	Shelter	4/11/24	Whole Campus	Yes
Larimer Campus	Shelter	4/10/24, 4/16/24	Whole Campus	Yes
Westminster Campus	Shelter	4/11/24	Whole Campus	Yes
Boulder County Campus	Secure	10/24/24	Whole Campus	Yes
Larimer Campus	Secure	10/22/24	Whole Campus	Yes
Westminster Campus	Secure	10/24/24	Whole Campus	Yes

Department of Campus Safety and Facilities participates in drills, which are typically announced and publicized in advance. In conjunction with testing, the college publicizes the emergency response and evacuation procedures to the campus community by making them available on FRCC's website. The College's Department of Campus Safety maintains records of all tests, drills and exercises that include a description of the exercise, the date, time, and whether it was announced or unannounced.

# DEPARTMENT OF CAMPUS SAFETY AND DEPARTMENT

## JURISDICTION

The Department of Campus Safety is not a sworn law enforcement agency and therefore does not have jurisdiction to make arrests. Front Range Community College utilizes the City or County Police Department as the local law enforcement agency with jurisdiction over the College Campus. The Department of Campus Safety works closely with City/County Police Departments in relation to criminal activity, emergencies and other Safety issues at FRCC. Some services provided to the Front Range Community by the Department of Campus Safety:

- Respond to police, fire, medical, and environmental emergencies on campus
- Investigate criminal reports, claims of traffic accidents, and suspicious activities
- Assist victims of crime
- Safety walk and escort
- Car battery jump
- Comply with federal, state and local laws regarding the release of information
- Provides continuing medical education
- Provides self-defense courses
- Provide security services at special events such as concerts and sporting activities.
- Provide Safety consultations to students and office personnel
- Assure that Front Range Community College is in compliance with city, state and federal environmental regulations

- Ensure the safety of the campus by monitoring environmental and safety hazards

## RESOURCES BY CAMPUS

*If you are in a crisis or need immediate help, dial 911.*

### Campus Wide

- Denver Suicide and Depression Hotline 988
- Colorado Crisis and Support Line <http://rmcrisispartners.org/> 844-493-TALK(8255)

### Larimer Campus

- Fort Collins Suicide Hotline 988
- Summit Stone Health Partners <http://summitstonehealth.org/> 970-494-4200

### Westminster Campus

- Denver Suicide and Depression Hotline 988

### Boulder County Campus

- Boulder Suicide and Depression Hotline 988
- Mental Health Center of Boulder County <http://www.mhpcolorado.org> Mental Health Emergency Services 303-447-1665

### Mental Health Resources

MEDICAL FACILITY	PHONE	SERVICE AREA	TYPE	HOURS
Denver Health Medical Center in Denver	303-436-6000	Denver, Adams, Arapahoe, Jefferson Counties	Medical forensic exam/evidence collection	24/7

Porter Adventist Hospital in Denver	303-778- 1955	Adams, Broomfield, Boulder, Denver, Jefferson Counties	S.A.N.E. (Sexual Assault Nurse Examiner)	24/7
St. Anthony's North Hospital in Westminster	720-627- 0000	Adams, Broomfield, Boulder, Denver, Jefferson Counties	Medical forensic exam/evidence collection	24/7
UC Health Longs Peak Hospital in Longmont	720-718- 7000	Larimer, Weld, Boulder Counties	S.A.N.E.	24/7
Medical Center of the Rockies in Loveland	970-624- 2500	Larimer, Weld, Boulder Counties	S.A.N.E.	24/7
UCHealth Emergency Room in Ft Collins	970-237- 8100	NA	S.A.N.E.	24/7
North Colorado Medical Center in Greeley	970-810- 4121	NA	S.A.N.E.	24/7
Boulder Community Foothills Hospital	303-415- 7000	NA	S.A.N.E.	24/7

**SAFETY AWARENESS AND CRIME PREVENTION PROGRAMS**

Front Range offers the following services and programs to improve safety on campus, raise community awareness about campus crime, and reduce the likelihood of becoming a victim through efforts to minimize criminal activity.

**Crime prevention and awareness are not the sole responsibility of the Department of Campus Safety; rather, it is a combined effort with the campus community.** The Department of Campus Safety subscribes to the concept of community policing. It looks for opportunities to present crime prevention and self-protection information to individuals and informal groups as an integral part of their daily patrol responsibilities. Officers are continually attempting to interact with the students and staff to develop better relationships with the campus community. The Campus Safety Office provides

programming opportunities to inform faculty, staff, and students about campus and personal safety:

- New Employee Orientation is scheduled for alternating months. Overall crime prevention and awareness, including when and how to call 911, when and how to contact Campus Safety, emergency procedures such as the Standard Response Protocols for lockout, secure-in-place, shelter in place, or evacuation, and Civilian Response to Active Shooting.
- New Student Orientation at the beginning of the spring and fall semesters. Overall crime prevention and awareness, when and how to call 911, when and how to contact Campus Safety, emergency procedures, including the Standard Response Protocols of lockdown, secure-in-place, shelter in place or evacuation, and the Civilian Response to Active Shooting training
- The Department of Campus Safety Tabling events. Campus Safety members attend various tabling events throughout the year with topics such as upcoming trainings, new safety features rolling out, and any concerns that any individual or group may want to bring up.
- Campus publications are updated as needed to stay relevant and timely. These include overall crime prevention, domestic violence, stalking, drug and alcohol awareness, when and how to call 911 and when and how to contact/ find Campus Safety.
- Safety awareness literature is updated as needed to stay relevant and timely. These include overall crime prevention, domestic violence, stalking, dating violence, sexual assault, how to obtain a Protective Order, drug and alcohol awareness, when and how to call 911 and when and how to call Campus Safety. As well as how to obtain a protection order through your local campus's jurisdiction.
- Informational and educational lecture programs are held during each semester. These include non-gender-based crime prevention and awareness, department meetings, sexual assault awareness and domestic violence awareness given by local law enforcement or community-based organizations.

- Special Safety announcements and information regarding immediate concerns as they arise. Campus Safety will issue a Community Notice (advisory) for problems that do not rise to the level of Timely Warning Notice.
- Informal one-to-one Safety talks. During daily interactions, Campus Safety Officers will provide one-to-one training while on patrol, as well as provide updates on the current status of crime on campus.
- Formal department meetings will be held in the department's workspace, as requested. Campus Safety will meet with a specific department within their workspace to discuss safety and security issues of all types.
- In addition to programs offered by the Campus Safety Department, additional programs are provided from time to time by campus Student Life, the campus Safety Committee or local law enforcement.

FRCC Department of Campus Safety provides an on-campus safety escort service upon request only at the Boulder County, Larimer and Westminster Campuses. Anyone requesting a safety escort may stop by the Campus Safety Office or contact them using a campus Safety phone or cell phone. Anyone requesting an escort from another campus, center or non-campus location should contact the police with jurisdiction for their location or 911 in an emergency.

### PERSONAL SAFETY WHILE ON CAMPUS

The Department of Campus Safety utilizes officers on patrol and security cameras to observe and detect crimes and threats on campus. The Campus Safety Officer's function is primarily educational, informational and advisory, rather than regulatory. Campus Safety Officers are not police officers and are not empowered as such. The primary protective means used restricts campus access and use to only those authorized students, staff, employees, or their guests for reasonable and safe purposes. A safe campus is everyone's responsibility.

Do your part to protect yourself and others. Increased awareness by all of us can help prevent crime and keep our community safe. Listed below are ways you can help

protect yourself from criminal activity on and off campus: Always secure your residence or office door whenever you leave (even for just a minute).

- Do not store large amounts of money, jewelry, or other valuables in your vehicle, room or office.
- Never leave your backpack, wallet or purse unattended.
- Never loan your keys or ID to anyone. This includes any employee issued an access control card.
- If you see someone who looks suspicious on campus, call Campus Safety immediately. We want to verify if the individual has a valid reason to be on campus.
- Try not to walk alone at night. You should stay in well-lit areas and walk with a purpose.
- Always lock your vehicle. Put valuables and identifying papers in the trunk.
- When walking to your vehicle, have your keys ready before you get to the door.
- Check to make sure that no one is in your vehicle before you get inside.
- After entering your vehicle, lock all doors and leave right away.
- Know the locations of all security phones in campus buildings; you can use these to call Campus Safety.
- Be aware of your surroundings. Report any suspicious activity to Campus Safety or local police immediately. Try to give a description that includes approximate age, height, and weight and details on hair, clothing, shoes, jewelry, scars, and tattoos - anything that is noticeable.
- Always take steps to protect yourself and be aware.

## Campus Safety: Off-Campus Resources

Local Police Department	Phone	Website URL
Brighton Police Department	303-655-2300	<a href="https://www.brightonco.gov/264/Police-Department">https://www.brightonco.gov/264/Police-Department</a>
Ft. Collins Police Services	970-419-3273	<a href="https://www.fcgov.com/police/">https://www.fcgov.com/police/</a>
Longmont Police Department	303-651-8555	<a href="https://www.longmontcolorado.gov/departments/departments-n-z/public-safety-department">https://www.longmontcolorado.gov/departments/departments-n-z/public-safety-department</a>
Westminster Police Department	303-658-4360	<a href="https://www.cityofwestminster.us/police">https://www.cityofwestminster.us/police</a>
Boulder County Crime Stoppers	1-303-440-7867	<a href="http://www.nococrimestoppers.com">www.nococrimestoppers.com</a>
Larimer County Sheriff's Office	970-498-5100	<a href="https://www.larimer.gov/sheriff">https://www.larimer.gov/sheriff</a>
Boulder County Sheriff's Office	970-221-6868	<a href="https://stopcriminals.org/">https://stopcriminals.org/</a>
Adams County Sheriff's Office	720-913-7867	<a href="https://metrodenvercrimestoppers.com/">https://metrodenvercrimestoppers.com/</a>

## ACCESS TO CAMPUS FACILITIES

Front Range Community College does not have residence halls or student housing. A Campus Safety Officer is on duty at a campus whenever the College is open during scheduled campus operating hours. This does not include the non-campus buildings. The FRCC POST location(s) in non-campus buildings are under the jurisdiction of their respective jurisdictional law enforcement agencies.

The operating hours of college campuses may vary from Campus to Campus or center. The Boulder County, Larimer and Westminster campuses are open during business hours, Monday through Saturday, and the Larimer and Westminster campuses are open on Sunday. The FRCC POST Location(s) in non-campus buildings have varying hours of operation. For campus-specific hours, please get in touch with the main campus line or the Department of Campus Safety. After hours, college personnel and students do not have routine access to campus buildings. Any special event that may go beyond normal closure time must be pre-approved, and the Campus Safety Office will need to be informed and have an officer on duty during the event.

To enhance building security and personal safety, certain campus buildings may be locked when not in use, even though the campus is open. For access to buildings during these times, contact the Campus Safety Office. Each campus may modify its hours of operation during semester breaks and on college-observed holidays. Emergencies and other college or campus concerns may necessitate changes to the regular operating hours.

Campus Safety Officers conduct daily security and communication systems checks, and weekly building campus grounds security checks. Any deficiencies found are addressed as soon as possible with the appropriate college department or system vendor. The Campus's Facilities Departments are integral in maintaining safe campus properties and buildings. Non-emergency safety concerns related to grounds or physical building concerns may be reported directly to the campus Facilities Department. The Louisville Avista Adventist Hospital building and the FRCC POST location(s) have been reported to their respective property management representatives.

## ALCOHOL AND DRUG POLICIES

In compliance with applicable federal and state laws, the illegal possession, use or sale of alcohol (including underage drinking) or illicit drugs when on campus is prohibited. FRCC applies and enforces the following Colorado Community College System Board Policies and System Procedures related to alcohol and drugs:

BP 3-24 Drug-Free Workplace (<https://www.cccs.edu/policies-and-procedures/board-policies/bp-3-24-drug-free-workplace/>)

SP 3-24 Drug-Free Workplace (<https://www.cccs.edu/policies-and-procedures/system-presidents-procedures/sp-3-24-drug-free-workplace/>)

BP 19-30 Drug Free Schools (<https://www.cccs.edu/policies-and-procedures/board-policies/bp-19-30-drug-free-schools/>)

SP 19-30a Drug Free Schools (<https://cccs.edu/about/governance/policies-procedures/sp-19-30a-drug-free-schools/>)

College alcohol and drug policies apply to the College campus and institution-sponsored activities. Administrators, alumni, faculty, guests, staff and students must adhere to all applicable state and local laws and regulations related to the sale and use of alcoholic beverages and drugs. The most common laws related to alcohol use and sales are as follows:

- The sale of alcoholic beverages is prohibited except in areas, at times, and on dates licensed by the Colorado State Department of Revenue.
- Persons under 21 years of age cannot legally possess or consume alcoholic beverages of any kind. The furnishing of alcoholic beverages to underage persons is prohibited.

- Alcohol cannot be consumed or carried in open containers on any street, sidewalk, alley, automobile, or public area (except as noted herein).

Although possession and use of marijuana consistent with the requirements of the Colorado Constitution is no longer a crime in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on Front Range-owned or controlled property, and/or any function authorized or supervised by the College and/or in state-owned or leased vehicles.

Students in violation of these laws, policies or procedures are subject to referral for discipline, which may include warning, probation, suspension, expulsion or any other disciplinary outcome in FRCC's disciplinary procedures. Disciplinary sanctions for employees who violate the foregoing standards of conduct shall be subject to disciplinary sanctions which may include, without limitation, completion of an appropriate rehabilitation program, reprimand, probation, corrective action, demotion, reassignment with or without salary adjustment, suspension with or without pay, and termination. Disciplinary sanctions shall be consistent with local, state and federal law. They shall be administered in accordance with state personnel system rules, procedures and policies or State Board or College policies and procedures.

In addition to the foregoing disciplinary sanctions, violations may be reported to law enforcement authorities for criminal prosecution. Students, employees and other visitors in breach of these laws, policies or procedures are also subject to referral for criminal prosecution. The College cooperates with local, state and federal authorities in the detection and investigation of alcohol and drug offences.

## ALCOHOL AND DRUG ABUSE EDUCATION PROGRAMS AND RESOURCES

### *Substance Abuse*

FRCC acknowledges the problem of substance abuse in our society and perceives this problem as a serious threat to employees and students. Front Range intends to establish and maintain a drug-free workplace. It is the College's further intent to comply in every respect with the Drug-Free Schools and Communities Act Amendment of 1989 (Public Law 101-226) as presently constituted, to be amended in the future.

FRCC condemns the possession, use or distribution of illicit drugs and the abuse of alcohol and drugs, whether prescriptive or non-prescriptive. Any student or employee found to be in possession of, using, selling, trading, or offering for sale illicit drugs or alcohol on the property or as part of the College's activities will be subject to disciplinary action as well as applicable local, state, and federal laws. This includes enforcement of the state underage drinking laws.

All FRCC campuses have been designated "Drug-free," and only under certain circumstances is the consumption of alcohol permitted during approved events. The possession, sale, consumption, or furnishing of alcohol and the possession, sale, manufacture or distribution of any controlled substance is illegal under local, state and federal laws, including marijuana. Such rules are strictly enforced by the local law enforcement agency having jurisdiction on the campus in cooperation with the Campus Safety Office. Violators are subject to college disciplinary action, criminal prosecution, fine, and imprisonment.

A single federal drug offence can carry a fine of up to \$4,000,000.00 and/or life in prison. At the state level, the most serious single drug offence carries a fine of up to

\$1,000,000.00 and up to 32 years imprisonment, and the least serious single drug offence carries a fine of up to \$5,000.00 and/or up to 18 months imprisonment.

State laws regulating the production, dispensation, possession, and use of alcohol are in Titles 12 and 18 of the Colorado Revised Statutes. A person under the age of 21 who possesses or consumes alcohol may be subject to a fine of \$100.00 and/or mandated substance abuse education for a first-time offence. Provision of alcohol to any person under the age of 21, a visibly intoxicated person, or a known alcoholic may be punishable by a fine of up to \$1,000.00 and a one-year jail sentence. Contributing to the delinquency of a minor can result in a \$500,000.00 fine and an eight-year imprisonment.

The complete text of the College's substance abuse policy, including drug and alcohol abuse education programs, can be found in the FRCC Student Handbook or the FRCC Employee Handbook. For a printed version of this information, don't hesitate to get in touch with the Department of Campus Safety Office. Front Range Community College and the State of Colorado have substance abuse programs and counseling services available through the campus Human Resources Department or through the Colorado State Employees Assistance Program. These two departments can also refer you to other qualified services or programs.

Resource Information about Substance Abuse can be found at:

- Front Range Community College – Community Resources  
<https://www.frontrange.edu/being-a-student/community-resources>
- Street Drugs Website <http://www.streetdrugs.org/>
- College Drinking Prevention <https://www.collegedrinkingprevention.gov>

## RESOURCES BY CAMPUS

***If you are in a crisis or need immediate help, dial 911***

### Campus-Wide

- Denver Suicide and Depression Hotline 988
- Colorado Crisis and Support Line <http://rmcrisispartners.org/> 844-493-TALK(8255)

### Larimer Campus

- Fort Collins Suicide Hotline 988
- Summit Stone Health Partners <http://summitstonehealth.org/> 970-494-4200

### Westminster Campus

- Denver Suicide and Depression Hotline 988

### Boulder County Campus

- Boulder Suicide and Depression Hotline 988
- Mental Health Center of Boulder County <http://www.mhpcolorado.org>
- Mental Health Emergency Services 303-447-166

MEDICAL FACILITY	PHONE	SERVICE AREA	TYPE	HOURS
Denver Health Medical Center in Denver	303-436-6000	Denver, Adams, Arapahoe,	Medical forensic	24/7

		Jefferson Counties	exam/evidence collection	
Porter Adventist Hospital in Denver	303-778-1955	Adams, Broomfield, Boulder, Denver, Jefferson Counties	S.A.N.E. (Sexual Assault Nurse Examiner)	24/7
St. Anthony's North Hospital in Westminster	720-627-0000	Adams, Broomfield, Boulder, Denver, Jefferson Counties	Medical forensic exam/evidence collection	24/7
UC Health Longs Peak Hospital in Longmont	720-718-7000	Larimer, Weld, Boulder Counties	S.A.N.E.	24/7
Medical Center of the Rockies in Loveland	970-624-2500	Larimer, Weld, Boulder Counties	S.A.N.E.	24/7
UCHealth Emergency Room in Ft Collins	970-237-8100	NA	S.A.N.E.	24/7
North Colorado Medical Center in Greeley	970-810-4121	NA	S.A.N.E.	24/7
Boulder Community Foothills Hospital	303-415-7000	NA	S.A.N.E.	24/7

Awareness programs: Community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

Bystander intervention: Safe and positive options that an individual or individuals may carry out to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention involves recognizing situations of potential damage, understanding the institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervention, identifying safe and effective intervention options, and taking action to intervene.

- Ongoing prevention and awareness campaigns: Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.
- Primary prevention programs: Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.
- Risk reduction: Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

The College offers programs to all incoming students and new employees covering, at a minimum, the following information.

The College's prohibition on crimes of dating violence, domestic violence, sexual assault, and stalking, as those terms are defined in the Definitions for Crime Reporting section of this Annual Security Report.

The following state law definitions are applicable to those terms and consent:

- Dating violence: There is no Colorado state law defining dating violence, so the definition used in the Violence Against Women Reauthorization Act of 2013 (VAWA) is used by the College.
- Domestic violence: Any act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. Domestic violence also includes any other crime against a person or property, including an animal or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. An intimate relationship means a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child, regardless of whether the persons have been married or have lived together at any time. C.R.S. 18-6-800.3.
- "Sexual assault": Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if: (a) The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim's will; or (b) The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or (c) The actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or (d) At the time of the commission of the act, the victim is less than fifteen years of age and the actor is at least four years older than the victim and is not the spouse of the victim; or (e) At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority to coerce the victim to submit, unless the act is incident to a lawful search; or (g) The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than a bona fide medical purpose or in a manner substantially inconsistent with reasonable medical practices; or (h) The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented. C.R.S. 18-3-402.

- "Unlawful sexual contact": Any actor who knowingly subjects a victim to any sexual contact commits unlawful sexual contact if: (a) The actor knows that the victim does not consent; or (b) The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or (c) The victim is physically helpless and the actor knows that the victim is physically helpless and the victim has not consented; or (d) The actor has substantially impaired the victim's power to appraise or control the victim's conduct by employing, without the victim's consent, any drug, intoxicant, or other means for the purpose of causing submission; or (e) Repealed; or (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority, unless incident to a lawful search, to coerce the victim to submit; or (g) The actor engages in treatment or examination of a victim for other than bona fide medical purposes or in a manner substantially inconsistent with reasonable medical practices. Any person who knowingly, with or without sexual contact, induces or coerces a child by any of the means outlined in section 18-3-402 to expose intimate parts or to engage in any sexual contact, intrusion, or penetration with another person, for the purpose of the actor's own sexual gratification, commits unlawful sexual contact. C.R.S. 18-3-404.
- Stalking: A person commits stalking if directly, or indirectly through another person, the person knowingly: (a) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or (b) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or (c) Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment or counseling to show that he or she suffered serious emotional distress. For the purposes of this definition: (a) Conduct "in connection with" a

credible threat means acts that further, advance, promote, or have a continuity of purpose, and may occur before, during, or after the credible threat. (b) "Credible threat" means a threat, physical action, or repeated conduct that would cause a reasonable person to be in fear for the person's safety or the safety of his or her immediate family or of someone with whom the person has or has had a continuing relationship. The threat need not be directly expressed if the totality of the conduct would cause a reasonable person to fear. (c) "Immediate family" includes the person's spouse and the person's parent, grandparent, sibling, or child. (d) "Repeated" or "repeatedly" means on more than one occasion. C.R.S. 18-3-602.

- Consent: Cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent. Submission under the influence of fear shall not constitute consent. C.R.S. 18-3-401(1.5).

Bystander intervention: A large part of preventing sexual harassment and other inappropriate behavior (such as bullying) involves recognition of warning signs and early intervention efforts. "Bystander intervention," as that term is defined above, can include options such as:

- Interrupt the behavior
- Publicly support the victim
- Show disapproval through comments, facial expressions or body language
- Use humor to diffuse the situation
- Encourage communication and open dialogue
- Gather a group of people as backup
- Offer to leave the situation with the victim
- Invite yourself to tag along to avoid the isolation of the victim with the perpetrator.
- Ask questions or make suggestions on appropriate behaviors to the perpetrator as a friend.
- Use the situation as an educational opportunity
- Call someone for help

Risk reduction: Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. "Risk reduction," as that term is defined above, can include strategies such as:

- Trust your gut
- Have a code word
- Lie or make an excuse to create an exit
- Plan an escape route in advance
- Become familiar with safe places
- Create a support network
- Change your routine to avoid someone
- Make an escape to-go bag and plan a route/destination
- Know what you're drinking and don't leave a drink unattended
- Be aware of sudden changes in the way your body feels
- Share your travel plans and routes with people (e.g., share your location on your phone with a trusted person to make sure you get home safely)

Programming also covers the information included in the sections of this report on Sexual Harassment Response and Reporting Procedures and Sexual Harassment Resolution Procedures.

## SEXUAL HARASSMENT RESPONSE AND REPORTING

### PROCEDURES

Front Range Community College prohibits sexual harassment, which includes dating violence, domestic violence, sexual assault, and stalking, in its programs and activities in accordance with the following Board Policy and System Procedure.

## BP 19-60 Prohibition of Discrimination, Harassment or Retaliation

(<https://www.cccs.edu/policies-and-procedures/bp-19-60-prohibition-of-discrimination-harassment-or-retaliation/>)

## SP 19-60a Civil Rights and Sexual Harassment Resolution Process

(<https://cccs.edu/about/governance/policies-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/>)

Specifically, certain acts of sexual harassment violate the law, and sexual harassment violates FRCC policy and the Student Code of Conduct. The College prohibits sexual harassment on property owned or controlled by the College, at institutionally sponsored or supervised activities, or at functions of recognized student organizations. Applicable internal policies and procedures determine sanctions for policy violations by College employees or students. Students may be sanctioned up to and including expulsion. Employees may be sanctioned up to and including termination.

The College is committed to responding appropriately to all reports of sexual harassment and to working collaboratively with other law enforcement, government and community agencies. This policy provides general guidelines for responding to individuals who are victims of sexual harassment.

### **What Should You Do If You Have Been Sexually Assaulted?**

- Remember: It is not your fault.
- If you wish to work with the police, call 911 immediately. If you report to Campus Safety, they will offer to assist you in reporting to the police if you choose to do so.
- If you do not wish to work with the police but want a medical exam, go to an Emergency Department for a Sex Assault Nurse Examiner (S.A.N.E.) exam within five days. For S.A.N.E. exam medical facilities, please see below.

- It is best if you do not bathe, shower, eat, drink, douche or change clothes. However, evidence can still be collected if you have done any or all of these things.
- Tell a trusted friend or relative. Or call an advocate, you are not alone!

Individuals who believe they have been the victim of sexual harassment should first ensure that they are in a safe place and that they are receiving any necessary medical treatment. It is crucial to preserve evidence, so victims should not shower, bathe, eat, drink, brush their teeth, change clothes or disturb the scene of the incident. This evidence can be essential to prove that a criminal offence has occurred and may help obtain a protection order.

FRCC will assist the victim with academic changes due to the situation when requested and are reasonably available. FRCC will provide the victim with written notification of these changes and how to request them. This request may include: academic, transportation, working situations or protective measures.

FRCC is obligated to comply with a request to the extent that is reasonable. FRCC will also assist the victim with notifying law enforcement if the student requests assistance.

After an incident of sexual assault and domestic violence, the victim should consider seeking medical attention as soon as possible at:

## Reporting Sexual Harassment

Title IX of the Education Amendments of 1972 prohibits sexual discrimination in educational programs. FRCC, by virtue of its commitment to the ideals of dignity, equality and mutual respect for all people, deplores and condemns any form of sexual harassment. FRCC intends to comply with both the letter and the spirit of Title IX to make certain discrimination does not occur or adversely affect the educational environment. FRCC has a legitimate and compelling interest in prohibiting sexual

harassment or sexual misconduct of any kind. Further, FRCC has an obligation to discipline those who engage in sexually harassing or discriminatory behavior. This written information may include a copy of System Procedure (SP) 19-60a and resources.

The report should describe the alleged incident, which may include when and where it occurred, the parties involved, and the desired remedy sought. Any supporting documentation and evidence may be referenced within the body of the report. Complainants may be asked to reduce verbal reports to writing and sign them (in person or electronically) before proceeding through the resolution process.

Individuals may decide to report the incident to the College Department of Campus Safety and/or other local law enforcement. Title IX Coordinators can assist with the reporting process. If an individual does not wish to pursue a formal criminal action through a police department, they can pursue institutional actions consistent with the System Procedure (SP) 19-60a. Alternatively, they can choose not to pursue any institutional action, but pursue criminal action or make a police report by contacting Campus Safety at [970-204-8124](tel:970-204-8124) or local law enforcement. Individuals also have the option of not notifying authorities of the incident.

Sexual harassment in the educational environment may occur between students, administrators, faculty, staff, visitors or other persons on campus or at college-related activities. The range of unwelcome, unwanted and inappropriate behaviors may include, but is not limited to:

- Sexual flirtation or prolonged staring
- Sexually suggestive looks, gestures or sounds
- Sexually explicit statements, teasing, jokes or anecdotes
- Pressure for dates
- Sexually demeaning comments that imply that one sex is inferior to another
- Offensive physical contact, such as patting, pinching, cornering, standing close, or attempts to fondle

- Subtle pressure for sexual activity
- Requests for sex in exchange for grades or favours, or to avoid poor grades or discipline
- Consensual relationships between employees and students
- Other actions of a sexual nature which interfere with school performance or create an intimidating, hostile or offensive learning environment

Sexual harassment will not be tolerated at FRCC, and it creates an unacceptable educational and working environment. Some situations may be resolved informally. Students who feel that they have been subjected to sexual harassment should contact either the Human Resources Department directly or complete a [Harassment, Retaliation and Discrimination complaint form](#) that can be found on the FRCC home page, under the Student Experience tab by clicking on Campus Safety and scrolling down to Harassment and Discrimination. Complaints involving FRCC employees should be filed directly with the Human Resources Office.

The College has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of medical, counseling and support services, and additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available.

### Rights Afforded to Victims

Regardless of whether a victim elects to pursue a criminal complaint, the College will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights. Under Colorado law, a victim of domestic violence, dating violence, sexual assault or stalking has the following rights:

- The right to be treated with fairness, respect, and dignity, and to be free from intimidation, harassment, or abuse, throughout the criminal justice process;
- The right to be informed of, be present or not present, and without submitting a written request for notification, for all critical stages of the criminal justice process as specified in state statute (C.R.S. 24-4.1-302(2));
- The right to be informed of the filing of a petition by a perpetrator of the offence to terminate sex offender registration pursuant to section 16-22-113(2)(c), C.R.S.;
- The right to be informed, upon request by the victim, when a person who is accused or convicted of a crime against the victim is released or discharged from county jail; and
- The right to be informed, upon written request by the victim, when a person who is accused or convicted of a crime against the victim is released or discharged from custody other than county jail, is paroled, escapes from a secure or non-secure correctional facility or program or absconds from probation or parole.

Further, Front Range Community College complies with Colorado law in recognizing orders of protection and will assist any person who requests information on how to obtain a protection order. A resource brochure is available at each Campus Safety office. Any person who obtains an order of protection from Colorado or any reciprocal state should provide a copy to Campus Safety and the Office of the Title IX Coordinator.

A complainant may then meet with Campus Safety to develop a Safety Action Plan, a collaborative effort between the complainant and Campus Security aimed at reducing the risk of harm to the victim while on or off campus. This plan may include, but is not limited to: safety escorts, special parking arrangements, providing a temporary cellphone, changing classroom location or allowing a student to complete assignments from home, etc.

To the extent of the victim's cooperation and consent, College offices, including Title IX, Department of Student Success and Campus Safety, will work cooperatively to ensure that the complainant's health, physical safety, work and academic status are protected, pending the outcome of a formal College investigation of the complaint. For example, if reasonably available, a complainant may be offered changes to academic, living, or working situations in addition to counseling, health services and assistance in notifying appropriate local law enforcement by the Title IX Coordinator and Sr. Director of Student Success. Additionally, personally identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the victims in the Campus Safety Daily Crime Log or online. Victims may request that directory information on file be removed from public sources by contacting the Registrar's office.

### Other Options for Sexual Harassment Complainants

Colorado Coalition Against Sexual Assault (CCASA) (<https://www.ccasa.org/> )

Complainants of sexual harassment may also pursue the following options individually or in combination with reporting options:

- To obtain crisis counseling, please contact the Mental Health Counseling [970-204-8210](tel:970-204-8210). To file a civil lawsuit or restraining order request against the accused (also referred to herein as "respondent"). (In this case, the complainant may need a private attorney to assist with these options, and the complainant will likely be required to give testimony in court.)
- To seek a restraining order, protective order, no contact, or other similar order, and to have that order enforced by the College. A restraining order is an order from a court that requires one party to do, or refrain from doing, certain acts. For example, it can help protect someone from being physically abused, threatened, stalked, or harassed. The College can be notified of such court orders by informing Campus Safety, Human

Resources or through Student Conduct. Front Range Community College can help to enforce the restraining or no-contact order on campus and at College events.

- For students, to request adjustments to their academic schedules after a reported sexual harassment, if such changes are reasonably available, and for employees, to request adjustments to work schedules. Each such request will be handled on a case-by-case basis by the College. Even if there is no court order, the College may issue a no-contact order as part of its investigation and resolution procedures or take further protective action to minimize the interactions of the complainant and the respondent, such as rearranging College schedules or altering College employment arrangements.
- To have an advisor present when reporting or during any College proceedings to provide support, guidance or advice.

## CONFIDENTIALITY

College employees, depending on their roles, have varying reporting responsibilities and may not be able to maintain the confidentiality of information reported to them.

Confidential employees are limited to those individuals whose communications are considered privileged and confidential under federal or state law and who are employed by the College in that capacity. Information regarding potential civil rights violations may only be regarded as confidential if it is reported to a College confidential employee who is functioning within the scope of that role. Any person who reports concerns of sexual harassment should not assume that confidentiality or anonymity can be protected in connection with making a report.

Except in rare circumstances, such as the existence of an immediate threat of harm, these individuals can offer options and advice without any obligation to report internally or externally unless the complainant has requested information to be shared. Other outside confidential resources are available, and the Title IX Coordinator can assist in connecting an individual to these resources.

Any person who reports concerns of sexual harassment should also be aware that the College must issue immediate emergency notifications and/or timely warnings for incidents reported to the College that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community, as described more fully in the "Timely Warnings and Emergency Notifications" section of this Report above. The College will make every effort to ensure that a complainant's name and other identifying information are not disclosed, while still providing adequate information for community members to make safety decisions in light of the danger. The College will conduct publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the complainant in accordance with applicable laws.

Additionally, the College will maintain as confidential any accommodations or protective measures provided to the complainant, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the accommodation or protective measures.

- Mental Health Center of Boulder County <http://www.mhpcolorado.org> Mental Health Emergency Services 303-447-1665
- Denver Suicide and Depression Hotline 988
- Colorado Crisis and Support Line <http://rmcrisispartners.org/> 844-493-TALK(8255)
- Fort Collins Suicide Hotline 988
- Summit Stone Health Partners <http://summitstonehealth.org/> 24-hour Access Center 970-494-4200

# SUPPORT AND RESOURCES FOR SEXUAL HARASSMENT COMPLAINANTS

The College will provide written information to students and employees who report sexual harassment about counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available at the College and in the community.

## On-Campus Resources for Victims of Domestic Violence, Dating Violence, Sexual Assault & Stalking

### On-Campus Resources

DEPARTMENT	LOCATION	PHONE
Title IX Coordinator	College-Wide Contact	970-419-3273
Department of Student Success	College-Wide Contact	303-426-2151
Campus Safety Office	Boulder County Campus	303-289-4441
Campus Safety Office	Larimer County Campus	800-656-4673
Campus Safety Office	Westminster Campus	303-443-0419

### Community Resources by Campus

#### Boulder County Campus, Longmont

AGENCY	ADDRESS	PHONE NON-EMERENT
Longmont Police	225 Kimbark Street	303-651-8555
Longmont United Hospital	1950 Mountain View Ave.	303-651-5111
Battered Women’s Shelter	N/A	303-772-4422
Rape Crisis Center	N/A	303-443-7300

AGENCY	ADDRESS	PHONE NON-EMERGENT
YWCA Advocacy Group	2222 14th Street, Boulder	303-443-0419
LGBTQ Alliance- Out Boulder	143 Spruce Street, Boulder	303-499-5777
Domestic Violence Protective Orders file with the County Court	For assistance with filing, call: Safehouse Progressive Alliance or Safe Shelter/St Vrain Valley	303-449-8623 ; 303-772-4422

Larimer Campus, Fort Collins

AGENCY	ADDRESS	PHONE NON-EMERGENT
Fort Collins Police	2221 S. Timberline	970-419-3273
UCHealth-Poudre Valley Hospital	1024 S. Lemay	970-495-7000
Battered Women's Shelter	N/A	303-289-4441
Rape Crisis Center (24 HR)	N/A	800-656-4673
YWCA Advocacy Group	2222 14th Street, Boulder	303-443-0419
LGBTQ Alliance- The Center	400 Remington Suite 100, Ft Collins	303-369-6170
Domestic Violence Protective Orders file with the County Court	For assistance with filing, call: Alternatives to Violence (Loveland) Lutheran Family Services (Ft. Collins)	970-669-515 ; 970-482-3502; 970-266-1788

Westminster Campus

AGENCY	ADDRESS	PHONE NON-EMERGENT
Westminster Police	9110 Yates Street	303-658-4360
St. Anthony North Hospital	14300 Orchard Parkway	303-426-2151

AGENCY	ADDRESS	PHONE NON-EMERGENT
Battered Women’s Shelter	N/A	303-289-4441
Rape Crisis Center (24 HR #)	N/A	800-656-4673
YWCA Advocacy Group	2222 14th Street, Boulder	303-443-0419
LGBTQ Alliance- One Colorado	1490 Lafayette Street, Suite 404, Denver	303-369-6170
Domestic Violence Protective Orders file with the County Court	For assistance with filing, call: Alternatives to Family Violence or Project Safeguard	303-289-4441 ; 303-637-7761

Temporary Protective Orders

Front Range will provide written notification to complainants of sexual harassment about options for available assistance, and how to request changes to academic, living, transportation, and working situations or protective measures. The College will make such accommodations or provide such protective measures if they are reasonably available, regardless of whether the complainant chooses to report the crime to the Department of Campus Safety or local law enforcement.

The Title IX Coordinator, in consultation with appropriate administrative personnel, may implement interim actions, including supportive measures, intended to protect the safety and security of the campus community, address the effects of the reported behavior, and prevent further violations, while a report is under review or investigation. These remedies may include, but are not limited to, placing an employee on administrative leave, interim actions outlined in the SP 4-30a Student Behavioral Expectations and Responsibilities Resolution Procedure, campus bans or emergency removals, referral to counseling and health services or to the Colorado State Employee Assistance Program (CSEAP), education to the community, altering housing situations, altering work arrangements, providing campus escorts, implementing contact

limitations between the parties (e.g., no contact orders), offering adjustments to academic deadlines or course schedules, and/or suspending privileges such as attendance at College activities or participation in College-sponsored organizations.

Any campus ban or emergency removal will be implemented only after a determination that the person poses an imminent and serious threat to the health or safety of another arising from the allegations of sexual harassment.

## How to file an Order of Protection

### Boulder County

Boulder County Courts  
1777 6th Street, Boulder  
1035 Kimbark, Longmont  
303-441-3750  
720-564-2522

### Larimer County

Larimer County Courthouse  
200 W. Oak St., Fort Collins  
970-498-7000

### Adams County

Adams County Courthouse  
1100 Judicial Center Dr., Brighton  
303-659-1161

### Additional Resources

### Legal Resources for Victims

- [Colorado Legal Services](#)- Colorado Legal Services is a non-profit agency that provides free, high-quality civil legal services to eligible low-income Coloradans and seniors.
- [Colorado Courts Locator by County](#)- Map of Colorado Trial Courts by County

- [Getting a Protection Order: How to Obtain a Restraining Order](#)

### Online State and National Resources

- [Colorado Coalition Against Domestic Violence](#)
- [Colorado Domestic Violence Programs](#)
- [Rape Abuse and Incest National Network](#)
- [Department of Justice: Sexual Assault](#)
- [Department of Education: Office of Civil Rights](#)

### Other Resources

- [National Sexual Violence Resource Center](#)
- [Blue Bench Rape Awareness and Assistance Program](#)
- [Wings Rape Assistance and Awareness Program](#)
- [Larimer County Sexual Assault Victims Advocate Center](#)
- [Colorado Coalition against Sexual Assault](#)

## **SEXUAL HARASSMENT RESOLUTION PROCEDURE**

Allegations of sexual harassment will be reviewed in accordance with System Procedure (SP) 19-60a Civil Rights and Sexual Harassment Resolution Process. The full procedure can be found at: <https://cccs.edu/about/governance/policies-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/https://www.cccs.edu/policies-and-procedures/sp-19-60-civil-rights-and-sexual-misconduct-resolution-process/>. All applicable definitions can be found in Appendix A to SP 19-60a.

The resolution process, which encompasses all proceedings (i.e., activities related to non-criminal resolution of a College report, including but not limited to fact-finding investigations, formal or informal meetings, and hearings, but not including meetings with complainants concerning accommodations or protective measures), will:

- Include a prompt, fair, and impartial process from the initial investigation to the final result;
- Be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
- Provide the complainant and respondent with the same opportunities to have others present during any institutional disciplinary proceeding, including the chance to be accompanied to any related meeting or proceeding by the advisor of their choice to provide the party with support, guidance or advice;
- Not limit the choice or presence of an advisor for either the complainant or the respondent in any meeting or institutional disciplinary proceeding; however, the College has established restrictions regarding the extent to which the advisor may participate in the proceedings, which apply equally to both parties.
- Provide simultaneous notification, in writing, to both the complainant and respondent of the result of any institutional disciplinary proceeding that arises from an allegation of sexual harassment; the College's procedures for appealing the result of the institutional disciplinary proceeding; any change to the result; and when such results become final (Note: a result means any initial, interim and final decision by College officials, including sanctions, along with the rationale for the result.);

- Be completed within a reasonably prompt timeframe as outlined in the College's procedures, which allow for extension of timeframes for good cause with written notice to the parties of the delay and reason for the delay;
- Be conducted in a manner that is consistent with the College's procedures and transparent to the complainant and respondent, provide timely notice of any meetings at which the parties may be present, and provide timely and equal access to information that will be used during the resolution procedures; and
- It will be conducted by officials who do not have a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent.

Incident Reporting Procedures

Incident Being Reported	Procedure Front Range will follow	Steps to the Report
<b>Sexual Assault</b>	<ol style="list-style-type: none"> <li>1. Depending on when reported (immediate vs. delayed report), the institution will provide the complainant with access to medical care.</li> <li>2. The institution will assess the immediate safety needs of the complainant.</li> <li>3. The institution will assist the complainant with contacting local police if the complainant requests, and the complainant will be provided with contact information for the local police department.</li> <li>4. The institution will provide written information to the complainant on how to preserve evidence.</li> <li>5. Institution will provide the complainant with referrals to on and off-campus mental health providers.</li> </ol>	<p>Sexual assault cases are referred to the Title IX Coordinator and are adjudicated by the institution's Civil Rights and Sexual Misconduct Resolution Process using the preponderance of the evidence standard.</p>

	<p>6. Institution will assess the need to implement interim or long-term protective measures, a change in class schedule, or a “No Contact” directive between both parties.</p> <p>7. Institution will provide a “No trespass” (PNG) directive to the accused party if deemed appropriate.</p> <p>8. The institution will provide written instructions on how to apply for a Protective Order.</p> <p>9. Institution will provide a copy of the Civil Rights and Sexual Misconduct Resolution Process to the complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution.</p> <p>10. The institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the result of the hearing is.</p> <p>11. Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.</p>	
<p><b>Stalking</b></p>	<p>1. The institution will assess the immediate safety needs of the complainant.</p> <p>2. Institution will assist the complainant with contacting the local police if the complainant requests, AND the complainant will be provided with contact information for the local police department. Institution will</p> <p>3. The institution will provide written instructions on how to apply for a Protective Order.</p>	<p>Stalking cases are referred to the Chief Conduct Officer and adjudicated using the preponderance of the evidence standard. If the stalking is sexually based, it may fall under</p>

	<p>4. The institution will provide written information to the complainant on how to preserve evidence.</p> <p>5. The institution will assess the need to implement interim or long-term protective measures to protect the complainant, if appropriate.</p> <p>6. Institution will provide a “No trespass” (PNG) directive to the accused party if deemed appropriate.</p>	
<b>Dating Violence</b>	<p>1. The institution will assess the immediate safety needs of the complainant.</p> <p>2. Institution will assist the complainant with contacting the local police if the complainant requests, AND the complainant will be provided with contact information for the local police department.</p> <p>3. The institution will provide written instructions on how to apply for a Protective Order.</p> <p>4. The institution will provide written information to the complainant on how to preserve evidence.</p> <p>5. The institution will assess the need to implement interim or long-term protective measures to protect the complainant, if appropriate.</p> <p>6. Institution will provide a “No trespass” (PNG) directive to the accused party if deemed appropriate.</p>	<p>Dating Violence cases are referred to the Chief Conduct Officer and adjudicated using the preponderance of the evidence standard. If the dating violence incident is sexually based, it may fall under the institution’s Sexual Misconduct Procedure, and if so, would be referred to the Title IX Coordinator and adjudicated under the institution’s Civil Rights and Sexual Misconduct Resolution Process using the preponderance of the evidence standard.</p>
<b>Domestic Violence</b>	<p>1. The institution will assess the immediate safety needs of the complainant.</p> <p>2. The institution will assist the complainant with contacting the local police if the complainant requests, AND the complainant will be provided with contact information for the local police department.</p>	<p>Domestic Violence Cases are referred to the Chief Conduct Officer and adjudicated using the preponderance of the evidence standard. Suppose the act of domestic violence</p>

	<p>3. The institution will provide written instructions on how to apply for a Protective Order.</p> <p>4. The institution will provide written information to the complainant on how to preserve evidence.</p> <p>5. The institution will assess the need to implement interim or long-term protective measures to protect the complainant, if appropriate.</p> <p>6. Institution will provide a "No trespass" (PNG) directive to the accused party if deemed appropriate.</p>	<p>is sexually based. In that case, it may fall under the institution's Sexual Misconduct Procedure, and if so, would be referred to the Title IX Coordinator and adjudicated under the institution's Civil Rights and Sexual Misconduct Resolution Process using the preponderance of the evidence standard.</p>
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**RESOLUTION AND DISCIPLINARY PROCEDURE**

The Clery Act requires that FRCC report the number of persons processed by arrest, citation, or summons for committing a reportable offence for violation of drug laws, liquor laws and weapons laws, even if they are released without a formal charge. In addition, the college must report by numbers "the referral of any person to any official of FRCC who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction." FRCC has assigned the Department of Student Success as the responsible area for investigating and determining when and if disciplinary action should be taken regarding students referred to the college for violations of drug laws, liquor laws, and weapons laws. Specifically, the Clery Act requires that the college report the number of individuals who were referred to the college for violation of the specified laws.

A published list of violations of the Student Code of Conduct can be found on the FRCC website and is printed in the college catalogue. This list is also available at any of the Campus Safety Offices.

In order for the college to investigate and, if justified, discipline the accused of a sexual offence, the accuser must identify the accused and provide sufficient details of the event verbally or in writing to allow the college to make an evaluation of the facts.

The accuser and accused are entitled to the same opportunities to have others present during a disciplinary proceeding and shall be informed of the outcome of any institutional disciplinary proceeding brought alleging a sex offence, including the institution's final determination and any sanction against the accused. The college will act responsibly to respect the privacy, welfare, and safety of the accuser.

The alleged perpetrator will be invited to the Director of Student Support and Conduct's office, where they will be informed of the nature of the allegation and will participate in a fact-finding interview. The accused will be treated with consideration and will be allowed to respond verbally or in writing to the allegation. If the accused admits the facts as presented by the accuser, a determination will be made as to an appropriate disciplinary sanction.

If the accused denies the allegation and states in whole or in part that the allegation is untrue, further investigation will be made by the staff of the Title IX office. If the Title IX office, in collaboration with the Department of Student Success, determines it is more probable than not that the sex offence as reported by the accuser did take place, appropriate college sanctions will be imposed.

If it is not feasible for the college to come to a determination with respect to the allegation and the accuser pursues legal redress through the criminal or civil courts, the college determination may be deferred pending the outcome of the legal process. Depending upon the court action, the college may impose an appropriate sanction retroactive to the date of the sexual offence.

*Staff and faculty who violate federal, state or local laws are subject to criminal charges. These employees may also be subject to penalties from the college that range from dismissal or suspension to official reprimand and/or counseling.*

### Rights of Involved Parties

Throughout the civil rights and sexual harassment resolution process, Complainants and Respondents shall be entitled to the following:

- To be treated with respect by FRCC and CCCS employees.
- A presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the process.
- To take advantage of Supportive Measures and other resources, such as counseling, psychological services, and health services.
- To experience a safe, educational, and work environment.
- To have an advisor of their choice present at any meeting.
- To have access to a Civil Rights/Title IX Coordinator, investigator(s), hearing officers/decision-maker(s) for Title IX cases, and/or other individuals assisting with the resolution process who do not have a conflict of interest or bias for or against either party.
- To receive amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
- To be free from retaliation.
- To be informed of the outcome/resolution of the complaint, and the sanctions and rationale for the outcome, where permissible.
- To have assistance in contacting law enforcement, if desired.
- To request employment, and/or educational modifications, as deemed appropriate and reasonable.

- To request no further contact with the opposite party, as deemed appropriate, allowable, and reasonable.

## DISCIPLINARY ACTION FOR SEXUAL HARASSMENT

Once the appeal process has been exhausted, if the Respondent is found not in violation of policies or procedures outlined herein, the complaint shall be closed with no further disciplinary action. If additional concerns, outside the scope of this procedure, are identified during the investigation, the findings may be shared with appropriate administrative personnel to further address, as deemed appropriate.

If the Respondent is found in violation of policies or procedures outlined herein, the findings shall be provided to the Disciplinary Authority to proceed in accordance with applicable policies. Board Policies and System Procedures are available at <https://cccs.edu/about/governance/policies-procedures/>.

A finding of sexual harassment will be based upon a preponderance of the evidence standard – whether it is more likely than not that the Respondent engaged in sexual harassment. If a report of sexual harassment is processed and the Respondent is found in violation of the college's sexual harassment policies and procedures, the findings shall be provided to the College's Disciplinary Authority to proceed in accordance with applicable policies:

For faculty, disciplinary action will be in compliance with BP 3-20, Due Process for Faculty. Under this policy, notice of disciplinary action may be given by the College president at any time and shall state the grounds and effective date.

For classified employees, disciplinary action will be taken pursuant to the applicable State Personnel Rules and Regulations: <https://www.colorado.gov/spb>. As outlined in these rules, the college's appointing authority is responsible for deciding whether to take disciplinary action. The appointing authority must meet with the classified employee before making a decision, and must give the classified employee at least

seven days' notice of the meeting. The employee also has at least seven days after the meeting to provide additional relevant information. Within five days of the effective date of the decision, the appointing authority will provide a written letter notifying the employee what discipline will be imposed, if any, including the factual basis and any appeal rights.

For students, disciplinary action will be taken pursuant to BP 4-30 and SP 4-30a, Student Behavioral Expectations and Responsibilities Resolution Procedure. Under this process, the college will give the student notice that the matter has been referred for potential sanctioning and will issue a decision which shall address whether alleged conduct occurred; whether and how the conduct violated the code; and impose an outcome, if appropriate. Notification of the decision in writing will be provided to the Respondent and any other involved parties, as appropriate, which includes a complainant in sexual harassment cases. The decision will include information regarding the applicable appeals process. The decision is part of the student's educational record.

Instructors and Administrative, Professional-Technical (APT) employees are at-will under BP 3-10, and may not be subject to additional procedures when issuing sanctions.

Disciplinary Authorities may consider a number of factors when determining a sanction. These factors may include, but are not limited to, the following:

- The nature, severity of, and circumstances surrounding the violation; An individual's disciplinary history;
- Previous complaints or allegations involving similar conduct; and/or
- Any other information deemed relevant by the Disciplinary Authority.

The following sanctions may be imposed:

For students: warning, probation, fines, restitution, denial of privileges, assignment to perform services for the benefit of the College community, re-assignment to another class section (including the option for an online section), suspension, expulsion, a "Cease Communications" directive, a "No Trespass" directive, or any other outcome stated in SP 4- 30a.

For College employees: warning, corrective action, probation, restitution, denial of privileges, suspension, demotion, reduction of pay, termination of employment, a "Cease Communications" directive, or a "No Trespass" directive.

For authorized volunteers, guests, or visitors: warning, probation, denial of privileges, removal from College property, a "Cease Communications" directive, or a "No Trespass" directive.

In addition to sanctions, other actions may be taken as deemed appropriate to bring an end to the violation, to prevent future recurrence, and to remedy the effects of the violation.

In addition to sanctions, other actions may be taken as deemed appropriate to bring an end to the violation, to prevent future recurrence, and to remedy the effects of the violation. Such protective measures include but are not limited to: cease communications, no contact directive, trespass directive, , campus bans/emergency removals, referral to counseling and health services or to the Colorado State Employee Assistance Program (CSEAP), education to the community, altering housing situations, altering work arrangements, providing campus escorts, offering adjustments to academic deadlines or course schedules, and/or suspending privileges such as attendance at College activities or participation in College-sponsored organizations.

## PROHIBITION ON RETALIATION

Individuals shall not retaliate against any person who opposes sexual harassment or participates in any sexual harassment complaint or investigation process. Retaliation is any adverse employment or educational action taken against a person because of the person's participation or perceived participation in a complaint or investigation of discrimination and/or harassment. Retaliation includes acts to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege provided by applicable civil rights laws, policies, and procedures.

The college and its employees and agents shall not retaliate, intimidate, threaten, coerce or otherwise discriminate against any individual for exercising their rights or responsibilities under the Clery Act.

## INFORMATION ON REGISTERED SEX OFFENDERS

In accordance with the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Clery Act, and the Family Educational Rights and Privacy Act of 1974, the college is providing a link to the Colorado State Sex Offender Registry. Registered sex offenders are required to provide notice of each institution of higher education in Colorado at which the person is employed, carries on a vocation, volunteers services, or is a student.

In Colorado, convicted sex offenders must register with the Colorado Bureau of Investigation (CBI) and are listed on the Colorado Bureau of Investigation (CBI) sex offender website [here](#).

## Campus Sexual Assault Victims' Bill of Rights

- Accuser and accused must have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceeding.
- Survivors shall be informed of their options to notify law enforcement.
- Survivors shall be notified of counseling services.
- Survivors shall be notified of options for changing academic and living situations.

The United States Congress enacted the "Campus Sexual Assault Victims' Bill of Rights" in 1992 as a part of the Higher Education Amendments of 1992 (Public Law: 102-325, section 486(c)). It was signed into law by President George Bush in July 1992. The legislation, which was originally introduced in May of 1991 by Congressman Jim Ramstad (a Minnesota Republican), has also been referred to as the "Ramstad Act," although this is not the official title.

This law requires that all colleges and universities (both public and private) participating in federal student aid programs afford sexual assault victims certain basic rights. It also requires the school to notify victims of their option to report their assault to the proper law enforcement authorities. Institutions found to have violated this law can be fined up to \$69,733 per violation or lose their eligibility to participate in federal student aid programs. Complaints about schools that have failed to comply with this law should be made to the U.S. Department of Education.

The "Campus Sexual Assault Victims' Bill of Rights" exists as part of the campus security reporting requirements, commonly known as the Jeanne Clery Act, of the federal law that establishes all student aid programs, the Higher Education Act of 1965. It has not been amended since its enactment, except for a citation change to accommodate 1998 amendments to other requirements found in the campus security section.

Compliance with this paragraph does not constitute a violation of the Family Educational Rights and Privacy Act (20 U.S.C. 1232g). For the purpose of this paragraph, the outcome of a disciplinary proceeding means only the institution's final determination with respect to the alleged sex offence and any sanction that is imposed against the accused; and (vii) sanctions the institution may impose following a final determination of an institutional disciplinary proceeding regarding rape, acquaintance rape, or other forcible or non-forcible sex offence.

## STOP CAMPUS HAZING: CLERY ACT

### Hazing Definitions

Front Range Community College prohibits hazing. Under [CCCS Appendix A of SP 4-30a, Code of Student Behavioral Expectations and Responsibilities](#), hazing is defined as:

An act that endangers the psychological, emotional, intellectual, and/or physical health and/or safety of a student, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group, team, or organization. Additionally, any act that places a student in a subservient role within an organization is considered hazing. Participation or consensual cooperation by the individual(s) being hazed does not excuse the violation. Failing to intervene to prevent, failing to discourage, and failing to report those acts may also violate this Code.

Employees may violate the Code of Conduct (BP 3-70), the prohibition against bullying and violent behavior (BP 19-10), or other workplace policies, procedures, or protocols by engaging in acts that constitute hazing under the applicable legal definitions.

Under the [Stop Campus Hazing Act](#), hazing is defined as:

- An intentional, knowing, or reckless act

- committed by a person, whether individually or in concert with other persons,
- against a student, regardless of that student's willingness to participate, that—
- was committed in connection with an initiation into, an affiliation with, or the maintenance of membership in, an organization (such as a club, society, association, athletic team, fraternity, sorority, or student government); and
- causes or is likely to contribute to a substantial risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical training necessary for participation in an athletic team), of physical injury or psychological injury, including—
- whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme callisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law.

[Colorado statute \(C.R.S. 18-9-124\(2\)\)](#) defines the crime of hazing:

"Hazing" means any activity by which a person recklessly endangers the health or safety of or causes a risk of bodily injury to an individual for purposes of initiation or admission into or affiliation with any student organization; except that "hazing" does not include customary athletic events or other similar contests or competitions, or authorized training activities conducted by members of the armed forces of the State of Colorado or the United States.

"Hazing" includes but is not limited to:

Forced and prolonged physical activity;

Forced consumption of any food, beverage, medication or controlled substance, whether or not prescribed, in excess of the usual amounts for human consumption or forced consumption of any substance not generally intended for human consumption;

Prolonged deprivation of sleep, food, or drink.

### Reporting Hazing

Any person can report an incident of suspected hazing. To make a report of an allegation of hazing, Front Range Community College has multiple avenues to report instances of alleged hazing. The Student Complaint form, contacting Campus Safety, or HR are all ways to report incidents of hazing on Campus.

The Complaint Form/ Student Grievance is one of the main ways to report instances of hazing on campus. Additionally, the Department of Student Support & Conduct, as well as Student Life, have internal reporting methods, and as Community Security Authorities. Additionally, hazing can be reported directly to any of the Campus Safety Offices or by contacting Front Range Community College's Clery Compliance Officer.

*Process for Investigating Allegations of Hazing*

Any allegations of hazing that involve an allegation that the individual has engaged in any discriminatory or harassing behavior based upon a protected class or category listed in BP 19-60 will be investigated using the process set forth in SP 19-60a, Civil Rights and Sexual Harassment Resolution Procedure. For allegations of hazing that are not based upon a protected class or category, the applicable process depends upon the status of the individual accused of hazing. Board Policies (BP) and System Procedures (SP) are available at <https://cccs.edu/about/governance/policies-procedures/>.

For accused students, investigations will follow the process set forth in SP 4-30a, Student Behavioral Expectations and Responsibilities Resolution Procedure.

For employees, allegations of hazing are investigated and resolved using the process applicable to allegations of any other behavioral misconduct, which includes an investigation by *Human Resources/ Student Conduct*

For faculty, investigations and any subsequent action will also be in compliance with BP 3-20, Due Process for Faculty.

For classified employees, investigations and any subsequent action will also be in compliance with the applicable State Personnel Rules and Regulations: <https://www.colorado.gov/spb>.

### Other Applicable Laws Regarding Hazing

While other crimes may cover many acts that constitute hazing, C.R.S. 18-9-124 criminalizes hazing activities that may not be covered by other criminal statutes.

#### C.R.S. 18-9-124

(1)(a) The general assembly finds that, while some forms of initiation constitute acceptable behavior, hazing sometimes degenerates into a dangerous form of intimidation and degradation. The general assembly also recognizes that although specific criminal statutes cover the more egregious hazing activities, other activities

that existing criminal statutes may not cover may threaten the health of students or, if not stopped early enough, may escalate into serious injury.

(b) In enacting this section, it is not the intent of the general assembly to change the penalty for any activity that is covered by any other criminal statute. It is rather the intent of the general assembly to define hazing activities not covered by any other criminal law.

(2) As used in this section, unless the context otherwise requires:

(a) "Hazing" means any activity by which a person recklessly endangers the health or safety of or causes a risk of bodily injury to an individual for purposes of initiation or admission into or affiliation with any student organization; except that "hazing" does not include customary athletic events or other similar contests or competitions, or authorized training activities conducted by members of the armed forces of the State of Colorado or the United States.

(b) "Hazing" includes but is not limited to:

(I) Forced and prolonged physical activity;

(II) Forced consumption of any food, beverage, medication or controlled substance, whether or not prescribed, in excess of the usual amounts for human consumption or forced consumption of any substance not generally intended for human consumption;

(III) Prolonged deprivation of sleep, food, or drink.

(3) It shall be unlawful for any person to engage in hazing.

(4) Any person who violates subsection (3) of this section commits a class 2 misdemeanor.

# VIOLENCE AGAINST WOMEN ACT OF 2013 POLICY

## STATEMENT

Front Range Community College does not discriminate based on sex in its educational programs, and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited, whether sexually based or not, and include dating violence, domestic violence, and stalking. As a result, Front Range Community College issues this statement of policy to inform the community of our comprehensive plan addressing sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus and when it is reported to a college official. In this context, Front Range Community College prohibits the offences of domestic violence, dating violence, sexual assault and stalking. It reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the College community.

## Definitions for the 2013 Violence Against Women Act

Consent, Unlawful Sexual Behavior-Colorado Revised Statutes (C.R.S.) 18-3-401, means cooperation in an act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent. Submission under the influence of fear shall not constitute consent. Sexual Assault-C.R.S. 18-3-402, Colorado law defines sexual assault as any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim or commits sexual assault if:

- The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim's will; or

- The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or
- The actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or
- At the time of the commission of the act, the victim is less than fifteen years of age and the actor is at least four years older than the victim and is not the spouse of the victim; or
- At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age, and the actor is at least ten years older than the victim and is not the spouse of the victim; or
- The victim is in the custody of law or detained in a hospital or other institution, and the actor has supervisory or disciplinary authority over the victim and uses this position of authority to coerce the victim to submit, unless the act is incident to a lawful search; or
- The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than a bona fide medical purpose or in a manner substantially inconsistent with reasonable medical practices; or
- The victim is physically helpless, and the actor knows the victim is physically helpless and the victim has not consented.

Sexual assault on a child, C.R.S. 18-3-405, means any actor who knowingly subjects another, not his or her spouse, to any sexual contact commits sexual assault on a child if the victim is less than fifteen years of age and the actor is at least four years older than the victim.

Domestic Violence-C.R.S. 18-6-800.3 means an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship.

Domestic violence also includes any other crime against a person, or against property, including an animal or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship.

Dating Violence-There is no Colorado state law on dating violence; therefore, the college abides by the definition used in the Violence Against Women Reauthorization Act (VAWA) of 2013.

Dating Violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Stalking-C.R.S. 18-3-602 means a person commits stalking if directly, or indirectly through another person, the person knowingly:

- Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or
- Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that

person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or

- Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer severe emotional distress and does cause that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship to suffer severe emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment or counseling to show that he or she suffered severe emotional distress.

Additional definitions as they relate to "Stalking" under Colorado law:

- Conduct "in connection with" a credible threat means acts that further advance, promote, or have a continuity of purpose, and may occur before, during, or after the credible threat.

- "Credible threat" means a threat, physical action, or repeated conduct that would cause a reasonable person to be in fear for the person's safety or the safety of his or her immediate family or of someone with whom the person has or has had a continuing relationship. The threat need not be directly expressed if the totality of the conduct would cause a reasonable person to fear

- "Immediate family" includes the person's spouse and the person's parent, grandparent, sibling, or child.

- "Repeated" or "repeatedly" means on more than one occasion.

## HAZING PREVENTION AND AWARENESS PROGRAMS

Hazing at FRCC is defined as any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons, regardless of the willingness of such other person or persons to participate, that:

Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

Student Organization: an organization at an institution of higher education in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

The college offers the following prevention and awareness programs related to hazing to inform the campus community about policies, processes, and laws relating to hazing, and to teach primary prevention strategies intended to stop hazing before hazing occurs.

The college considers hazing as described in the above subsections as inappropriate and in opposition to the values of the College community. These responsibilities apply to all students, including continuing education. The college encourages and expects students, faculty, and staff to engage as active bystanders and report to College officials incidents involving hazing. Any student found to have violated or to have attempted to violate the following responsibilities may be subject to the conditions, restrictions, and outcomes outlined in SP 4-30a, Student Behavior Expectations and Responsibilities Resolution Procedure.

## Reporting Procedure for Hazing

Any member of the System community may allege a violation by any student of the Code by reporting the matter to the appropriate Student Support Services. The Student Conduct Office manages reports of Code violations made under this procedure and may delegate this responsibility. Students, faculty, instructors, staff, authorized volunteers, and guests are encouraged to report behavior that potentially violates the Code or that may be criminal in nature. Formal reports can be made by completing a College incident report. If the conduct is believed to be criminal in nature, the employee should immediately report the alleged violation to campus law enforcement or external law enforcement.

There is no time limit on reporting violations of the Code; however, the longer someone waits to report, the harder it becomes for College officials to obtain information and witness statements and to make determinations regarding alleged violations.

Anonymous complaints are permitted, though doing so may limit the college's ability to investigate and respond to a complaint effectively.

Incidents of hazing may also be reported to local law enforcement. Under *Title 18. Criminal Code § 18-9-124. Hazing-penalties--legislative declaration*: it is a class three misdemeanor in the State of Colorado to participate in hazing activities as defined above.

## PREPARING THE ANNUAL CRIME STATISTICS

Crime statistics are compiled and released annually by the college. The totals in the charts at the end of this report represent all Clery Act crimes reported to local police agencies or Campus Security Authorities, including the Department of Campus Safety, to their attention regarding any Clery Act reportable crimes. If the CSA receives crime information and there is no reason to believe the report was not made in good faith, the CSA is required to report that information for inclusion in this report.

The crime statistics in this report also include Clery Act reportable crime data received from other law enforcement agencies with jurisdiction in Non-Campus Property and Public Property. To collect this information, the college consists of any reportable crime reports that are proactively shared by local law enforcement throughout the year. Additionally, the college annually identifies such property and makes a reasonable faith effort to request crime statistics in writing from applicable law enforcement agencies.

Campus crime, arrest, and referral statistics include those reported to the Campus Safety Office, designated campus officials who are trained as Campus Security Authorities. Hate crimes and crimes by category of prejudice are reported separately. Arrest and disciplinary sanctions for liquor law violations, drug law violations or weapons law violations are also recorded in a separate category. Additionally, Campus Safety collects statistics through their automated records management system, the Student Conduct and Title IX Conduct management system, and requests to law enforcement agencies having jurisdiction over any campus, center, or non-campus locations. This information is also gathered from each campus Department of Student Success and the college Title IX office.

Unfounded Crimes: The College may withhold or subsequently remove a reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement have thoroughly investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore "unfounded." The recovery of stolen property, the low value of stolen property, the refusal of a victim to cooperate with the prosecution, and the failure to make an arrest do not "unfound" a crime report. The college may not withhold or remove a reported crime from its crime statistics based on a decision by a court, coroner, jury, prosecutor, or other similar non-campus official.

## DEFINITIONS OF REPORTED CRIMES

Per the Clery Act, crimes are classified based on the Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting Handbook (UCR). For sex offences only, definitions from the FBI's National Incident-Based Reporting System (NIBRS) edition of the UCR are used. Hate crimes are classified according to the FBI's Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Guide for Hate Crime Data Collection. Although the law states that institutions must use the UCR for defining and classifying crimes, it does not require Clery Act crime reporting to meet all UCR standards.

The following definitions are to be used for reporting the crimes listed in 34 CFR sec. 668.46 (previously 668.47) in accordance with the Federal Bureau of Investigation's Uniform Crime Reporting Program. The definitions for murder, robbery, aggravated assault, burglary, motor vehicle theft, weapon law violations, drug abuse violations and liquor law violations are excerpted from the Uniform Crime Reporting Handbook. The definitions of forcible and non-forcible sex offences are excerpted from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Handbook. Larceny and Theft have the same meaning under UCR. Burglary and Larceny do not have the same meaning under UCR. Larceny-Theft is defined as the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. See the definition for burglary listed below

### *Aggravated Assault:*

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used, which could and probably would result in serious personal injury if the crime were successfully completed.)

### *Arson:*

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

*Burglary:*

The unlawful entry of a structure to commit a felony or Theft. For reporting purposes, this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned. An incident must meet three conditions to be classified as a Burglary.

*Criminal Homicide-Manslaughter by Negligence:*

The killing of another person through gross negligence.

*Criminal Homicide-Murder and Non-negligent Manslaughter:* The willful (non-negligent) killing of one human being by another.

*Motor Vehicle Theft:* The Theft or attempted Theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned - including joyriding.)

*Robbery:* The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

*Dating Violence:* Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or threat of such abuse, and dating violence does not include acts covered under the definition of domestic violence.

*Domestic Violence:* A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; a person with whom the victim shares a child in common; a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; a person similarly situated to a spouse of the

victim under the domestic or family violence laws of Colorado; or any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

*Sex Offences:* Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

### *Forcible Sex Offences:*

*Rape:* The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

*Fondling:* The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

### *Non-Forcible Sex Offences:*

*Incest:* Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

*Statutory Rape:* Sexual intercourse with a person who is under the statutory age of consent.

*Stalking:* Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition: "course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property; "reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim; and "substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

For the purposes of reporting arrests and referrals for Front Range Community College discipline, the following definitions apply:

*Drug Law Violations:* Violation of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone) and dangerous non-narcotic drugs (barbiturates, Benzedrine).

*Illegal Weapons Possession/Weapon Law Violations:* The violation of laws or ordinances dealing with weapon offences, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of those as mentioned above.

*Liquor Law Violations:* The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

## DEFINITIONS FOR USE WHEN CLASSIFYING HATE CRIME REPORTS

*Hate Crimes:* For the purposes of this report, hate crimes include any of the following offenses if there is evidence that the victim was intentionally selected because of the perpetrator's bias against the victim in one of bias categories listed in this section: murder and non-negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, and arson, as those terms are defined above. In addition, hate crimes include the following offences if there is evidence that the victim was intentionally selected because of the perpetrator's bias against the victim in one of the bias categories listed in this section: larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property as defined below.

*Larceny-Theft (Except Motor Vehicle Theft):* The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

*Simple Assault:* An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

*Intimidation:* To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

*Destruction/Damage/Vandalism of Property:* To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

### Bias Categories

*Race:* A preformed negative opinion or attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair, facial features, etc.), genetically transmitted by descent and heredity, which distinguishes them as a distinct division of humankind (e.g., Asians, Blacks or African Americans, Whites).

*Gender:* A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female. The term gender is used synonymously with sex to denote whether a newborn is male or female at birth.

*Gender Identity:* A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.

*Religion:* A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

*Sexual orientation:* A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived sexual orientation. Sexual orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

*Ethnicity:* A preformed negative opinion or attitude toward a group of persons whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

*National Origin:* A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

*Disability:* A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness. Mental disability is any mental impairment or psychological disorder, such as organic brain syndrome, emotional or mental illness, and specific learning disabilities. Physical disability is any physical impairment; any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin, and endocrine.

## CRIME STATISTICS FOR 2022, 2023 AND 2024

Note: In counting crimes when more than one offence was committed during a single incident, the college follows the hierarchy rule required by the FBI Uniform Crime Reporting program and Clery Act. The college always counts arson in the statistics regardless of whether or not it occurs in the same incident as another crime. If rape, fondling, incest, or statutory rape occurs in the same incident as murder, the college records both the sex offence and murder in the statistics.

## 2022 Boulder County Campus Crime Statistics

### Crimes

Offense Type	On-Campus	Public Property	Non-Campus Property
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### Arrests

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

### Disciplinary Actions/Judicial

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

## 2023 Boulder County Campus Crime Statistics

### Crimes

Offense Type	On-Campus	Public Property	Non-Campus Property
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	1	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	1	0	0

### Arrests

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	1	0	0
Weapons Law Violations	0	0	0

### Disciplinary Actions/Judicial

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

## 2024 Boulder County Campus Crime Statistics\*

### Crimes

Offense Type	On-Campus	Public Property	Non-Campus Property
Murder/Non-Negligent Manslaughter	0	1	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	1	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	1	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	1	0	0

### Arrests

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

### Disciplinary Actions/Judicial

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

\***Boulder County Campus There were no Hate Crime Reports 2022-2024 based on any prejudice (race, gender, religion, sexual orientation, ethnicity, disability, gender identity or national origin).** -Statistics on Referrals for Student Disciplinary Action are obtained through a coordinated effort involving the Campus Security Office and the Office of Student Success and Conduct. **-Front Range Community College does not own or operate any student housing.** -FRCC Boulder County Campus does not have any non-campus buildings; -FRCC Boulder County Campus and its non-campus locations are within the law enforcement jurisdiction of the Longmont Police Department. -A request for crime statistics was sent to the Longmont Police Department in June 2025 for crime statistics reported at the Boulder County Campus, and a reply was received.

## 2022 Larimer Campus Crime Statistics

### Crimes

Offense Type	On-Campus	Public Property	Non-Campus Property
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	3	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	1	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	9	0	0

### Arrests

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

### Disciplinary Actions/Judicial

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

## 2023 Larimer Campus Crime Statistics

### Crimes

Offense Type	On-Campus	Public Property	Non-Campus Property
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### Arrests

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	1	0	0

### Disciplinary Actions/Judicial

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

## 2024 Larimer Campus Crime Statistics\*

### Crimes

Offense Type	On-Campus	Public Property	Non-Campus Property
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	1	0	0
Aggravated Assault	1	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### Arrests

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	1	1	0

## Disciplinary Actions/Judicial

<b>Offense Type</b>	<b>On-Campus Total</b>	<b>Public Property Total</b>	<b>Non-Campus Property Total</b>
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

**\*Larimer Campus. There were no hate crimes reported in 2024.** There are 2 destruction of property hate crimes based on sexuality for 2023. -Statistics on Referrals for Student Disciplinary Action are obtained through a coordinated effort involving the Campus Safety Office and the Office of Student Success and Conduct. **-Front Range Community College does not own or operate any student housing.** -FRCC Larimer Campus has one non-campus location - the Blue Arena for the 2023, 2024 commencement ceremony only. -FRCC Larimer Campus and FRCC POST training sites: Colorado KravMaga, Anytime Fitness and are within the law enforcement jurisdiction of the Fort Collins Police Department. FRCC POST training sites: Fort Collins Police Range and LCSO Outdoor Range are within the law enforcement jurisdiction of the Larimer County Sheriff Office. FRCC POST training sites: Northern Colorado Law Enforcement Training Center, Dick Hewson Aquatic Center, Loveland Courthouse and the college commencement location at Blue Arena are within the law jurisdiction of the Loveland Police Department. FRCC POST training sites: Eaton Public Safety Training Center and the Eaton Police Department are within the law enforcement jurisdiction of the Eaton Police Department. FRCC POST training site: Greeley/Weld County Range are within the law jurisdiction of the Greeley Police Department. A reply was received from all law enforcement jurisdictions

## 2022 Westminster Campus Crime Statistics

### Crimes

Offense Type	On-Campus	Public Property	Non-Campus Property
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	1	0	0
Motor Vehicle Theft	2	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	2	0	0

### Arrests

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

### Disciplinary Actions/Judicial

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

## 2023 Westminster Campus Crime Statistics

### Crimes

Offense Type	On-Campus	Public Property	Non-Campus Property
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	1	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### Arrests

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

### Disciplinary Actions/Judicial

Offense Type	On-Campus Total	Public Property Total	Non-Campus Property Total
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	0	0	0

## 2024 Westminster Campus Crime Statistics\*

### Crimes

<b>Offense Type</b>	<b>On-Campus</b>	<b>Public Property</b>	<b>Non-Campus Property</b>
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	1	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	2	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### Arrests

<b>Offense Type</b>	<b>On-Campus Total</b>	<b>Public Property Total</b>	<b>Non-Campus Property Total</b>
Liquor Law Violations	0	0	0
Drug Law Violations	0	0	0
Weapons Law Violations	1	0	0

## Disciplinary Actions/Judicial

<b>Offense Type</b>	<b>On-Campus Total</b>	<b>Public Property Total</b>	<b>Non-Campus Property Total</b>
Liquor Law Violations	0	0	0
Drug Law Violations	1	0	0
Weapons Law Violations	0	0	0

**\*Westminster Campus There were no Hate Crime Reports 2022-2024 based on any prejudice (race, gender, religion, sexual orientation, ethnicity, disability, gender identity or national origin)..** Statistics on Referrals for Student Disciplinary Action are obtained through a coordinated effort involving the Campus Security Office and the Office of Student Support and Conduct. **-Front Range Community College does not own or operate any student housing.** FRCC collaborates with Avista Adventist Hospital in Louisville through a cooperative education agreement with Centra Health. -FRCC Westminster Campus is within the law enforcement jurisdiction of the Westminster Police Department. -A request for crime statistics was sent to the Westminster Police Department in January 2024 for crime statistics reported at the Westminster Campus in 2023, and a reply was received. A request for crime statistics was sent to local police jurisdictions in June 2025 for crimes reported at FRCC non-campus locations. A reply was received.